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NATIONAL INSTITUTES OF HEALTH FY 1988 ACCOMPLISHMENT REPORT AND FY 1989 UPDATE OF THE AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

NATIONAL INSTITUTES OF HEALTH FY 1988 ACCOMPLISHMENT REPORT AND FY 1989 UPDATE OF THE AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

Prepared by:
Division of Equal Opportunity
Equal Opportunity Branch
Affirmative Employment Program

April 1989

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT
FOR FISCAL YEAR 1989

* SUMMARY ANALYSIS OF WORK FORCE
* UNDERREPRESENTATION ANALYSIS
* ACCOMPLISHMENT REPORT ON OBJECTIVES AND ACTION ITEMS
* NOTEWORTHY ACTIVITIES AND INITIATIVES

NATIONAL INSTITUTES OF HEALTH

NAME OF ORGANIZATION

9000 Rockville Pike, Bethesda, Maryland
ADDRESS OF ORGANIZATION

ORGANIZATIONAL LEVEL: AGENCY ___ MOC X REGION ___
COMMAND ___ INSTALLATION ___ HEADQUARTERS ___

NUMBER OF EMPLOYEES COVERED: TOTAL 10,733

PROFESSIONAL 3,590 ADMINISTRATIVE 2,008 TECHNICAL 1,865
CLERICAL 1,885 OTHER 170 BLUE COLLAR 1,040 ES 175

Denise A. Banks

Denise A. Banks, Chief, Equal Opportunity Branch, DEO, 496-6301
NAME OF CONTACT PERSON/PERSON PREPARING REPORT--TELEPHONE

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NAME AND TITLE OF PRINCIPAL EEO OFFICIAL

William F. Raub 4-26-89
SIGNATURE OF PRINCIPAL EEO OFFICIAL DATE
CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714

James B. Wyngaarden 4.26.89
James B. Wyngaarden, M.D., Director, NIH
NAME AND TITLE OF HEAD OF ORGANIZATION OR DESIGNATED OFFICIAL

SIGNATURE OF HEAD OF ORGANIZATION DATE
CERTIFIES THAT THIS REPORT IS IN COMPLIANCE WITH EEO-MD-714

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FY 1989 Update

Work Force Analysis

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

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CHANGE IN EEO WORK FORCE PROFILE BY PATCOB
FY 1987 to FY 1988

Professional Category

In October 1988, a total of 3,590 persons were employed in professional occupations. This represents an increase of 264 employees over the 1987 total (3,326).

Blacks represented 6.5% (234) of professional employees; of these, 83 (2.3%) were male and 151 (4.2%) were female. This represents a 0.3% increase over the 1987 figures.

Hispanics represented 1.9% (67) of professional employees; of these, 25 (0.7%) were male and 42 (1.2%) were female. This represents a 0.3% increase over the 1987 figures.

Asians represented 6.7% (240) of professional employees; of these, 102 (2.8%) were male and 138 (3.8%) were female. This represents no change in the percentage representation of Asians over the 1987 figures.

Native Americans represented 0.1% (4) of professional employees; of these, 1 was male and 3 (0.1%) were female. This represents no change in the 1987 figures.

Nonminorities represented 84.8% (3,045) of professional employees; of these, 1,331 (37.1%) were male and 1,714 (47.7%) were female. This represents a slight decrease (0.6%) from the 1987 figures.

Administrative Category

In October 1988, a total of 2,008 persons were employed in administrative occupations. This represents an increase of 86 employees over the 1987 total (1,922).

Blacks represented 17.1% (343) of administrative employees; of these, 150 (7.5%) were male and 193 (9.6%) were female. This represents an increase of 0.6% over the 1987 figures.

Hispanics represented 0.9% (17) of administrative employees; of these, 9 (0.5%) were male and 8 (0.4%) were female. This represents no change in the 1987 figures.

Asians represented 1.9% (38) of administrative employees; of these, 7 (0.3%) were male and 31 (1.5%) were female. This represents a slight decrease (0.1%) from the 1987 figures.

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Native Americans represented <0.1% (2) of administrative employees; of these, 1 was male and 1 was female. This represents a slight decrease from the 1987 figures.

Nonminorities represented 80% (1,608) of administrative employees; of these, 585 (29.1%) were male and 1,023 (50.9%) were female. This represents a 0.6% decrease from the 1987 figures.

Technical Category

In October 1988, a total of 1,865 persons were employed in technical occupations. This represents an increase of 57 employees over the 1987 total (1,808).

Blacks represented 38.8% (723) of technical employees; of these, 264 (14.2%) were male and 459 (24.6%) were female. This represents a 1.1% increase over the 1987 figures.

Hispanics represented 0.9% (17) of technical employees; of these 5 (0.3%) were male and 12 (0.6%) were female. This represents a 0.1% increase over the 1987 figures.

Asians represented 1.7% (31) of technical employees; of these, 13 (0.7%) were male and 18 (1.0%) were female. This represents a 0.6% increase over the 1987 figures.

Native Americans represented 0.4% (8) of technical employees; of these, 2 (0.1%) were male and 6 (0.3%) were female. This represents no change in the 1987 figures.

Nonminorities represented 58.1% (1,085) of technical employees; of these, 258 (13.8%) were male and 827 (44.3%) were female. This represents a 1.9% decrease from the 1987 figures.

Clerical Category

In October 1988, a total of 1,885 persons were employed in clerical occupations. This represents a decrease of 1 employees from the 1987 total (1,866).

Blacks represented 32.7% (616) of clerical employees; of these, 83 (4.4%) were male and 533 (28.3%) were female. This represents an increase of 1.8% over the 1987 figures.

Hispanics represented 0.9% (18) of clerical employees; of these 2 (0.1%) were male and 16 (0.8%) were female. This represents no change in the 1987 figures.

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CHANGE IN EEO WORK FORCE PROFILE BY PATCOB
FY 1987 to FY 1988

Asians represented 2.2% (4) of clerical employees; of these, 6 (0.3%) were male and 35 (1.9%) were female. This represents a 0.8% increase over the 1987 figures.

Native Americans represented 0.3% (6) of clerical employees; all were female. This represents a 0.1% increase over the 1987 figures.

Nonminorities represented 63.9% (1,204) of clerical employees; of these, 81 (4.3%) were male and 1,123 (59.6%) were female. This represents a 2.7% decrease from the 1987 figures.

Other

In October 1988, a total of 170 persons were employed in other occupations. This represents an increase of 40 employees over the 1987 total (130).

Blacks represented 39.5% (67) of other employees; of these 55 (32.4%) were male and 12 (7.1%) were female. This represents a 7.8% increase over the 1987 figures.

Hispanics represented 1.2% (2) of other employees; all are female. This represents no change in the 1987 figures.

Asians represented 4.1% (7) of other employees; of these, 5 (2.9%) were male and 2 (1.2%) were female. This represents a 2.8% decrease from the 1987 figures.

Native Americans represented 0.6% (1) of other employees; all are female. Native Americans were not represented in other positions in 1987.

Nonminorities represented 54.7% (93) of other employees; of these 62 (36.5%) were male and 31 (18.2%) were female. This represents a 3% decrease from the 1987 figures.

GS/GM

In October 1988, a total of 9,518 persons were employed in GS/GM occupations. This represents an increase of 466 employees over the 1987 total (9,052).

Blacks represented 20.9% (1,983) of GS/GM employees; of these, 635 (6.7%) were male and 1,348 (14.2%) were female. This represents a 0.7% increase over the 1987 figures.

Hispanics represented 1.2% (121) of GS/GM employee; of these, 41 (0.4%) were male and 80 (0.8%) were female. This represents no change in the 1987 figures.

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FY 1987 to FY 1988

Asians represented 3.8% (357) of GS/GM employees; of these, 133 (1.4%) were male and 224 (2.4%) were female. This represents a 0.4% increase over the 1987 figures.

Native Americans represented 0.2% (21) of GS/GM employees; of these, 4 (<0.1%) were male and 17 (0.2%) were female. This represents no change in the 1987 figures.

Nonminorities represented 73.9% (7,030) of GS/GM employees; of these, 2,317 (24.3%) were male and 4,718 (49.6%) were female. This represents a 1.1% decrease from the 1987 figures.

ES

In October 1988, a total of 175 persons were employed in the ES pay plan. This represents an increase of 3 employees over the 1987 total (172).

Blacks represented 2.2% (4) of ES employees; of these, 2 were male and 2 were female. This represents a 0.2% decrease from the 1987 figures.

Hispanics remain unrepresented in the SES.

Asians represented 1.7% (3) of ES employees; all were male. This represents a 0.6% decrease from the 1987 figures.

Native Americans remain unrepresented in the SES.

Nonminorities represented 96.6% (170) of ES employees; of these, 145 (82.9%) were male and 23 (13.1%) were female. This represents a 0.6% increase over the 1987 figures.

Wage

In October 1988, a total of 1.040 persons were employed in Wage occupations; of these, 841 (80.9%) were male and 199 (19.1%) were female. This represents a decline in the size of the wage system work force from 1,105 employees in 1987.

Blacks represented 58.8% (611) of wage system employees; of these, 424 (40.8%) were male and 187 (18%) were female.

Hispanics represented 0.6% (6) of wage system employees; all were male. This represents a 0.1% decrease from the 1987 figure.

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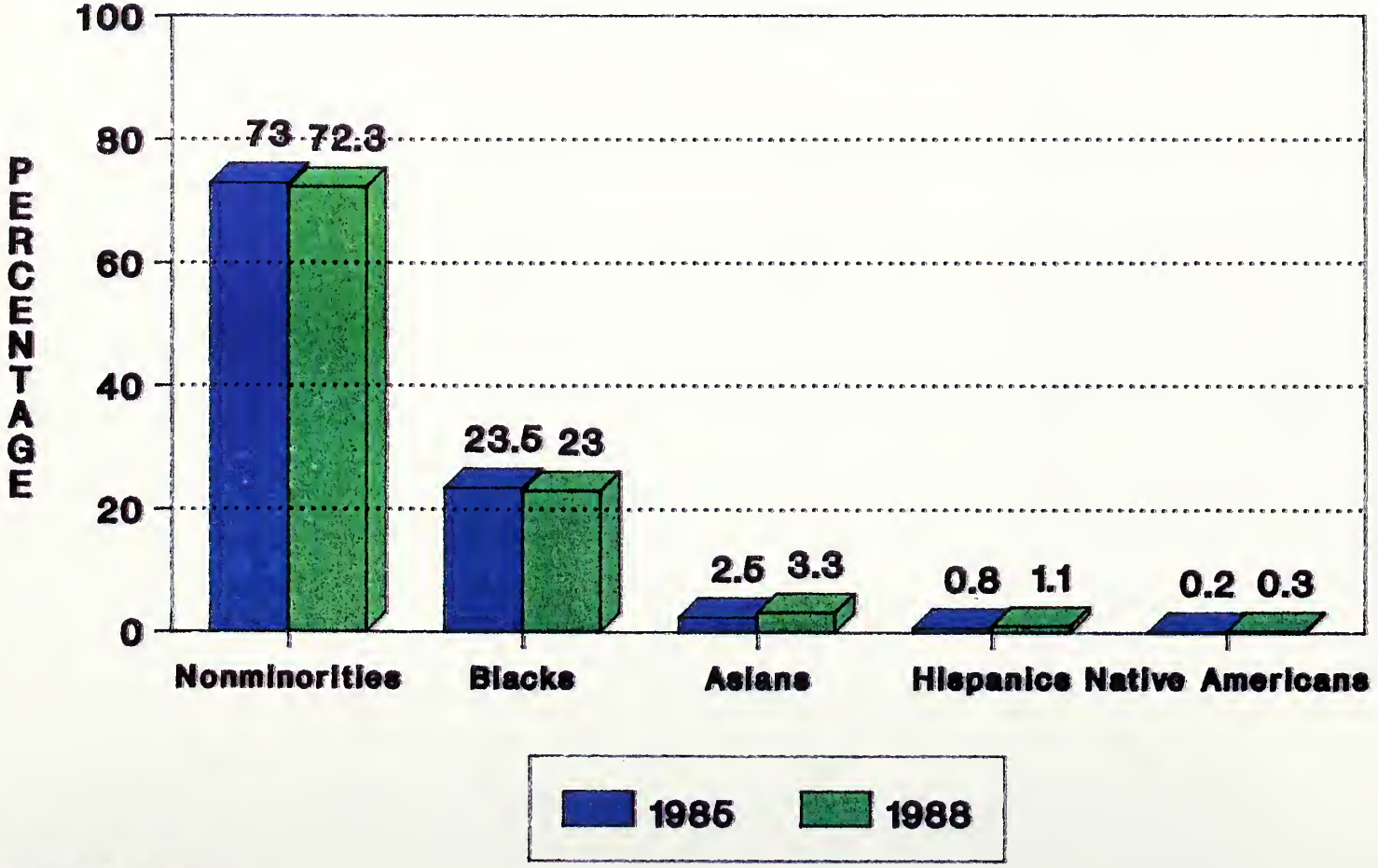
FY 1987 to FY 1988

Asians represented 0.2% (2) of wage system employees; all were male. This represents a 0.1% decrease over the 1987 figures.

Native Americans represented 0.2% (2) of wage system employees; of these, 1 was male and 1 was female. This represents a 0.1% decrease over the 1987 figures.

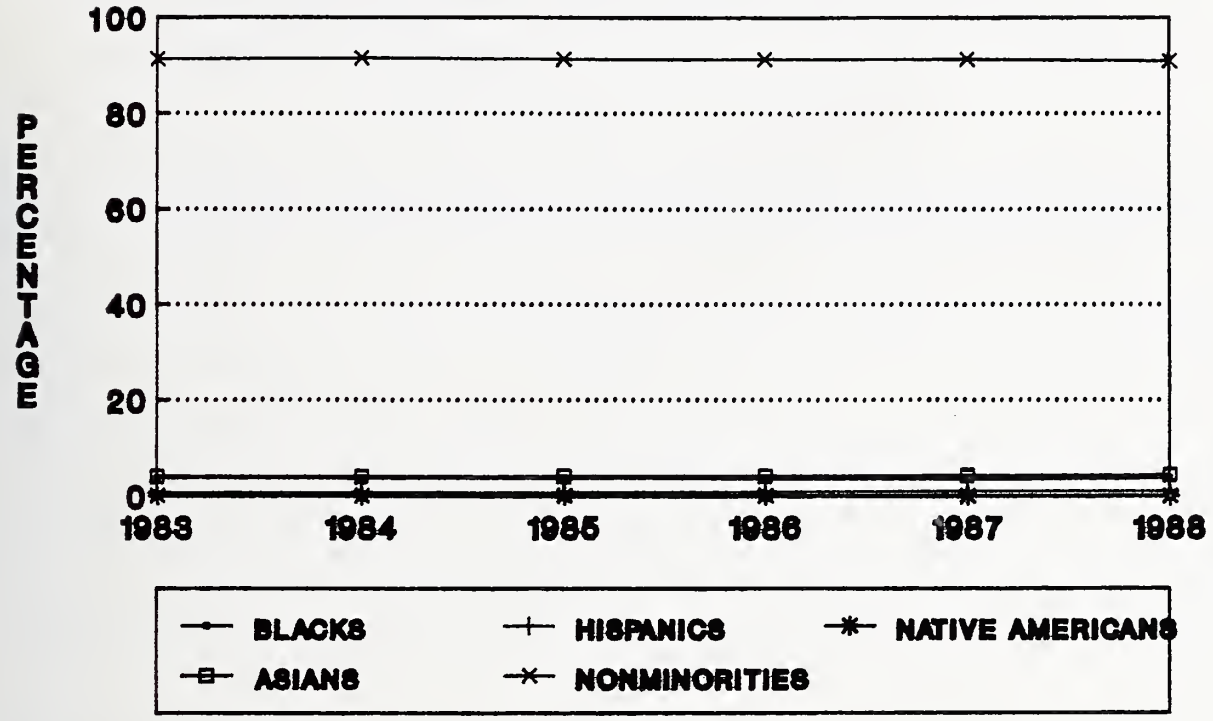
Nonminorities represented 40.3% (419) of wage system employees; of these, 408 (39.2%) were male and 11 (1.1%) were female. This represents a 1.3% increase over the 1987 figures.

DISTRIBUTION OF NIH EMPLOYEES
in Permanent Positions 1985-1988



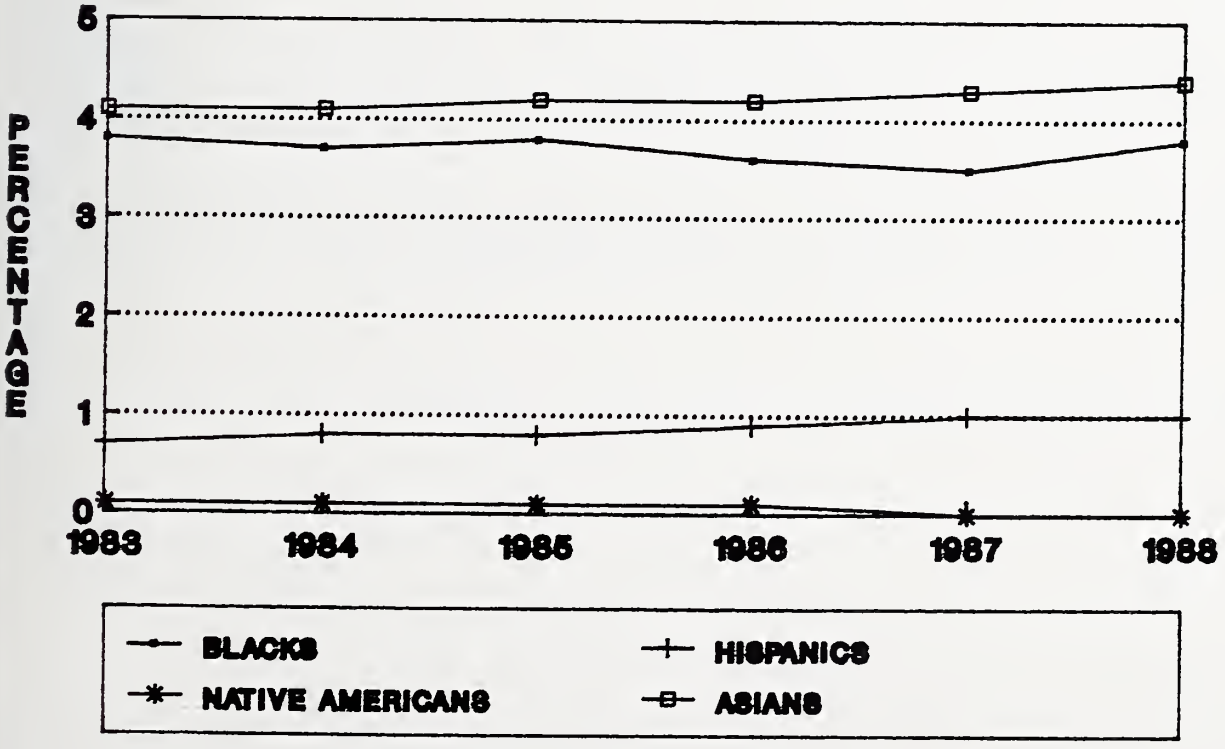
NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
in Managerial Positions (GS 14+)



NIH/OD/DEO/EOB

MINORITY EMPLOYMENT
in Managerial Positions (GS 14+)



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PROVIDE A NARRATIVE WORK FORCE ANALYSIS USING THE RELEVANT CIVILIAN LABOR FORCE. ANALYZE OCCUPATIONAL CATEGORIES, GRADE GROUPINGS, AND MAJOR OCCUPATIONS.

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Professional

Entry Level (GS 5-8)

There has been a decrease in the representation of Black males (-37) from moderate underrepresentation (URI=73) to a manifest imbalance (URI=36).

There is still a conspicuous absence of Hispanic males (URI=0) and Native American males (URI=0).

There was an increase in the representation of Asian males (+14) from a URI=68 to a URI=82.

Mid Level (GS 9-12)

There was a slight increase in the representation of Hispanic males (+5) from a URI=14 to a URI=19.

There is still a manifest imbalance of Asian males (URI=47) and Native American males (URI=48). Native American females remain moderately underrepresented (URI=77).

Senior Level (GS/GM 13-15)

There was an increase in the representation of Black females (+11) from a manifest imbalance (URI=39) to moderate underrepresentation (URI=50). There was a slight increase in the representation of Hispanic males (+5) from a manifest imbalance (URI=46) to moderate underrepresentation (URI=51). There was no change in the representation of Black males (URI=77), Hispanic females (URI=26), and Native American males and females (URI=0). There was a slight increase in the representation of nonminority females (+5) from a URI=83 to a URI=88).

ES

There remains a conspicuous absence of Hispanic males and females (URI=0), Native American males and females (URI=0), and Asian females (URI-0).

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There is still a manifest imbalance of Black females (URI=47) in the professional category at this level. There is still moderate underrepresentation for Black males (URI=56) and nonminority females (URI=51).

Biologist (GS/GM/ES-401)

Entry Level (GS 5-8)

There is still a conspicuous absence of Native American males and females (URI=0), Hispanic males (URI=0), and Asian females (URI=0) in this series at this level. There was an increase of Hispanic females (100+) from a URI=0 to full representation.

Mid Level (GS 9-12)

There is still a conspicuous absence of Native American males and females (URI=0) in this series at this level. There is still a manifest imbalance of Hispanic males (URI=29) in this series at this level. There is still moderate underrepresentation for Asian males (URI=55).

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Native American males and females (URI=0) in this series at this level. There is still moderate underrepresentation for Black males (URI=61) and Hispanic males (URI=65) in this series at this level. There was an increase for Hispanic females (URI-100+) from a URI=0 to full representation.

ES

There remains a conspicuous absence of all minority groups (URI=0) in the ES pay plan for this series. Nonminority females, however, increased their representation from within parity (URI=93) to full representation (100+).

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Microbiologist (GS/GM/ES-403)

Entry Level (GS 5-8)

There is still a conspicuous absence of Black males and females (URI=0), Hispanic males and females (URI=0), Asian males and females (URI=0), and Native American males (URI=0).

Mid Level (GS 9-12)

There is still a manifest imbalance of Hispanic males from a URI=32 to a URI=28 in this series at this level. There is still a conspicuous absence of Native American males and females (URI=0) in this series at this level. There was an increase in the representation of Hispanic females (+39) from a URI=61 to full representation (100+). There was an increase in the representation of Asian males (+44) from moderate underrepresentation (URI=55) to within parity (URI=99). There was a decrease in the representation of Black males (-12) from a URI=94 to a URI=82.

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Black females (URI=0), Hispanic females (URI=0), and Native American males and females (URI=0). There is still a manifest imbalance of Hispanic males (URI=46). The representation of Black males decreased from a URI=86 to a URI=82 but is still within parity. There was an increase for nonminority females (+7) from a URI=89 to a URI=96.

ES

There is still a conspicuous absence of all minorities (URI=0) and nonminority females (URI=0) in this series at this level.

Health Scientist Administrator (GS/GM/ES-601)

Mid Level (GS 9-12)

There is still a conspicuous absence of Black females (URI=0), Hispanic females (URI=0), Asian males and females (URI=0), and Native American males and females (URI=0). There was a decrease in the representation of Hispanic males (-100)

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from full representation to a URI=0. The representation of Black males increased from a URI=0 to full representation (100+).

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Native American males and females (URI=0). There is still a manifest imbalance of Hispanic females (URI=44). There was an increase in the representation of Black females (+7) from a URI=68 to a URI=75. The representation of Hispanic males (+19) increased from manifest imbalance (URI=46) to moderate underrepresentation (URI=65). There was an increase in the representation of Black females (+7) from a URI=68 to a URI=75.

ES

There is still a conspicuous absence of Hispanic males and females, Asian males and females, and Native American males and females (URI=0).

Medical Officer (GS/GM/ES-602)

Mid Level (GS 9-12)

There is still a conspicuous absence of all minority groups (URI=0).

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Native American males and females and Hispanic females (URI=0). There was an increase of Black males (+21) from conspicuous absence (URI=0) to a manifest imbalance (URI=21); Black females (+14) from a manifest imbalance (URI=43) to moderate underrepresentation (URI=57); Hispanic males (+17) from within parity (URI=83) to excess parity (100+); and nonminority females (+5) from a URI=66 to a URI=71.

ES

There is still a conspicuous absence of Black males, Hispanic males and females, Native American males and females, and Asian females (URI=0). There was a slight increase for nonminority females (+6) from a URI=39 to a URI=45. There was a decrease in the moderate representation of Black females (-3) from a URI=75 to a URI=72.

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Nurse (GS/GM-610)

Entry Level (GS 5-8)

There is still a conspicuous absence of all minority males (URI=0). There was a decrease in the representation of Black females (-30) from excess parity (100+) to moderate underrepresentation (URI=70).

Mid Level (GS 9-12)

There is still a conspicuous absence of Asian males (URI=0). There was a slight increase in the representation of Black males (+4) from a URI=13 to a URI=17, and for Hispanic males (+19) from a URI=0 to a URI=19. There was a decline in the representation of Native American males (-47) from within parity (URI=95) to a manifest imbalance (URI=48), and for Native American females (-23) from excess parity (100+) to moderate underrepresentation (URI=77).

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of all minorities in this series at this level (URI=0).

Medical Technologist (GS/GM-644)

Entry Level (GS 5-8)

There is still a conspicuous absence of Black males, Hispanic males and females, Asian males and females, and Native American males and females (URI=0). There was a decline in the representation of Black females (-100) from excess parity (100+) to conspicuous absence (URI=0).

Mid Level (GS-9-12)

There is still a conspicuous absence of Native American males (URI=0). There is still a manifest imbalance of Hispanic males (URI=32) and Asian males (URI=28). There was a decline in the representation of Black males (-64) from within parity (URI=94) to a manifest imbalance (URI=30).

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Senior Level (GS/GM 13-15)

There are no employees in this series at this level.

Chemist (GS/GM/ES-1320)

Entry Level (GS 5-8)

There is still a conspicuous absence of Hispanic males and Native American males and females (URI=0).

Mid Level (GS 9-12)

There is still a conspicuous absence of Hispanic males and Native American males and females (URI=0). There is still moderate underrepresentation of Hispanic females (URI=70). There was a decline in the representation of Asian males (-9) from excess parity (100+) to within parity (URI=91).

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Black males (URI=17), Black females (URI=14), Hispanic males (URI=0), Hispanic females (URI=35), and Native American males and females (URI=0). There is still moderate underrepresentation for nonminority females (URI=63).

ES

There is still a conspicuous absence of Black males and females (URI=0), Hispanic males and females (URI=0), Asian females (URI=0), Native American males and females (URI=0). There is still a manifest imbalance for nonminority females (URI=23).

Librarian (GS/GM/ES-1410)

Entry Level (GS-5-8)

There is still a conspicuous absence of all minority males and Asian, Hispanic, and Native American females (URI=0). There was an increase in the representation of Black females (+100) from a conspicuous absence (URI=0) to excess parity.

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Mid Level (GS 9-12)

There is still a conspicuous absence of Hispanic males and females (URI=0) and Native American males and females (URI=0). There is still a manifest imbalance of Asian males (URI=47).

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Black males (URI=0), Hispanic males and females (URI=0), Asian males (URI=0), and Native American males and females (URI=0).

ES

There is still a conspicuous absence of all minority groups (URI=0).

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Administrative

Entry Level (GS 5-8)

There is still a conspicuous absence of Asian males (URI-0) and Native American males (URI=0) in the administrative category at this level. There was an increase in the representation of Hispanic males (+7) from a URI=53 to a URI=60. There was a decrease in the representation of Native American females (-100) from full representation to a URI=0.

Mid Level (GS 9-12)

There is still a conspicuous absence of Hispanic males (URI=27) and Native American males (URI=0). There was a decrease in the representation of Hispanic females (-14) from a URI=57 to a URI=43. There is still a manifest imbalance of Asian males (URI=27). The representation of Native American females increased from a URI=0 to full representation.

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Hispanic males (URI=18) and Native American females (URI=0). There was an increase in the representation of Hispanic females (+8) for a URI=23 to a URI=31. There is still a manifest imbalance in the representation of Asian males (URI=37) and Native American males (URI=31).

ES

There is still a conspicuous absence of all minority groups (URI=0). The representation of nonminority females decreased (-1) from a URI=25 to a URI=24.

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Personnel Management Specialist (GS/GM/ES-201)

Entry Level (GS 5-8)

There is still a conspicuous absence of all minorities (URI=0), except Black females (URI=100+). There was an increase in the representation of nonminority females (+24) from a URI=76 to full representation (URI=100+).

Mid Level (GS 9-12)

There is still a conspicuous absence of Asian males and Native American males and females (URI=0). The representation of Hispanic males is still within parity (URI=97). There was a slight decrease in the representation of Black males (-8) from full representation to a URI=92.

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Hispanic females, Asian females, and Native American males and females (URI=0). There was a decrease in the representation of Hispanic males (-11) from a URI=94 to a URI=83.

ES

There is still a conspicuous absence for all minority groups and nonminority females (URI=0).

Computer Specialist (GS/GM/ES-334)

Entry Level (GS 5-8)

There is still a conspicuous absence of Asian males, Native American males, and Hispanic females (URI=0). There was a decrease in the representation of Black females (-21) from excess parity (100+) to moderate underrepresentation (URI=79). There was a decrease in the representation of Native American females from full representation to a URI=0. There was a slight decrease in the representation of nonminority females (-5) from excess parity to a URI=95.

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Mid Level (GS 9-12)

There is still a conspicuous absence of Native American males (URI=0). There has been a decrease in the representation of Hispanic males (-33) from a URI=33 to a URI=0. There was an increase in the representation of Black males (+11) from a URI=80 to a URI=91. There was a slight decrease in the representation of Black females (-1) from full representation to a URI=99. Asian males (URI-91) and Hispanic females (URI=71) are still within parity.

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Hispanic males and females, Asian males, and Native American males and females (URI=0). There was an increase in the representation of Black females (+1) from a URI=99 to full representation. There was an increase in the representation of nonminority females (+4) from a URI=96 to full representation.

ES

There is still a conspicuous absence of all minorities and nonminority females (URI=0).

Administrative Officer (GS/GM/ES-341)

Entry Level (GS 5-8)

There is a conspicuous absence of Hispanic males and females, Asian males, and Native American males and females (URI=0). There was an increase in the representation of Black males (+6) from a URI=47 to a URI=53. There was an increase in the representation of Asian females (+100) from a URI=0 to full representation.

Mid Level (GS 9-12)

There is a conspicuous absence of Hispanic males, Asian males, and Native American males and females (URI=0). There was an increase in the representation of Black males (+1) from a URI=99 to full representation. There was a decrease in the representation of Asian females (-100) from full representation to a URI=0.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

SUMMARY ANALYSIS OF WORK FORCE

PROVIDE A NARRATIVE WORK FORCE ANALYSIS USING THE RELEVANT CIVILIAN LABOR FORCE. ANALYZE OCCUPATIONAL CATEGORIES, GRADE GROUPINGS, AND MAJOR OCCUPATIONS.

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Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Hispanic males and females, Asian males and females, and Native American males and females (URI=0). There was a slight increase in the representation of nonminority females (+3) from a URI=87 to a URI=90.

ES

There is a conspicuous absence of all minority groups (URI=0).

Program Analyst (GS/GM/ES-345)

Entry Level (GS 5-8)

There is still a conspicuous absence of Black males, Hispanic males, Asian males and females, and Native American males and females (URI=0). There was a decrease in the representation of Hispanic females (-100) from full representation to URI=0.

Mid Level (GS 9-12)

There is still a conspicuous absence of Hispanic males, Asian males, and Native American males and females (URI=0). There was a decrease in the representation of Black males (-22) from a URI=39 to a URI=17. There was a slight increase in the representation of Black females from URI=94 to URI=99.

Senior Level (GS/GM 13-15)

There is still a conspicuous absence of Asian males, Hispanic females, and Native American females (URI=0). There is still a manifest imbalance of Hispanic males (URI=47). The representation of Asian females decreased from excess parity (100+) to a URI=0.

ES

There is still a conspicuous absence of all minority groups (URI=0).

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Grants Specialist (GS/GM/ES-1101)

Entry Level (GS 5-8)

There is still a conspicuous absence of Black females, Hispanic males and females, and Native American males and females (URI=0). There was a decrease in the representation of Black males from a URI=78 to a URI=0, Hispanic females from URI=100+ to URI=0, and Asian females from a URI=100 to URI=0.

Mid Level (GS 9-12)

There is still a conspicuous absence of Asian males, Native American males and females, and Hispanic females (URI=0). There was a decrease in the representation of Black males (-9) from a URI=87 to a URI=78. There was an increase in the representation of Black females (+1) from a URI=99 to full representation. There was an increase in the representation of Hispanic males (+13) from a URI=87 to full representation.

Senior Level (GS 13-15)

There is still a conspicuous absence of Hispanic males and females, Asian males and females, and Native American males and females (URI=0). There is still moderate underrepresentation for Black males (URI=63).

ES

There is still a conspicuous absence of all minority groups (URI=0) and nonminority females (URI=0).

Contract Specialist (GS/GM-1102)

Entry Level (GS 5-8)

Black males increased their representation (+78) from a URI=0 to a URI=78. The representation of Black females increased from a URI=0 to full representation (URI=100+). There is still a conspicuous absence of Hispanic males and females, Asian males and females, and Native American males and females (URI=0).

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Mid Level (GS 9-12)

There is still a conspicuous absence of Hispanic males and females, Asian males, and Native American males and females (URI=0).

Senior Level (GS 13-15)

There is still a conspicuous absence of Hispanic males, Asian males and females, and Native American males and females (URI=0). There was a decrease in the representation of Hispanic females (-8) from full representation to a URI=92.

Technical Information Specialist (GS/GM-1412)

Entry Level (GS 5-8)

There is still a conspicuous absence of Black males, Hispanic males, Asian males and females, and Native American males and females (URI=0). The representation of Black females increased from a URI=0 to full representation (URI=100+).

Mid Level (GS 9-12)

There is still a conspicuous absence of Native American males and females and Hispanic females (URI=0). The representation of Black males increase (+25) from a URI=50 to a URI=75. The representation of Black females decreased (-10) from a URI=95 to a URI=85. The representation of Hispanic males decreased (-14) from a URI=87 to a URI=73.

Senior Level (GS 13-15)

There is still a conspicuous absence of Black males, Hispanic males and females, Asian males, and Native American males and females (URI=0).

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Technical

Entry Level (GS 1-4)

There is still a conspicuous absence of Hispanic males and females, Native American males and females, and Asian females (URI=0). There was a decrease in the representation of Asian males (-100) from full representation to a URI=0. There was a decrease in the representation of nonminority females (-8) from a URI=80 to a URI=72.

Mid Level (GS 5-8)

The representation of Hispanic females (URI=70), Hispanic males (URI=13), and Asian females (URI=70) remained the same. There was an increase in the representation of Asian males (+43) from a URI=13 to a URI=56. There was an increase in the representation of Black males (+9) from a URI=91 to full representation (URI=100+).

Senior Level (GS 9-12)

There is still a manifest imbalance of Hispanic males (URI=33). There was an increase in the representation of Hispanic females (+50) from a URI=0 to a URI=50. The representation of Asian females increased (+10) from a URI=90 to full representation. There was a slight decrease in the representation of Black females (-2) from a URI=76 to a URI=74. There is still a conspicuous absence for Asian males, and Native American males and females (URI=0).

Biological Technician (GS-404)

Entry Level (GS 1-4)

There is still a conspicuous absence of Hispanic males and females, Asian males and females, and Native American males and females (URI=0). There has been a decrease in the representation of nonminority females (-26) from a URI=100+ to a URI=74.

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Mid Level (GS 5-8)

There remains a conspicuous absence of Hispanic males and Native American females (URI=0). The representation of Asian males increased (+43) from a URI=38 to a a URI-81. There was a decrease in the representation of Asian females (-60) from a URI=60 to a URI=0. The representation of Native American males increased (+100) from a URI=0 to full representation. There has been a slight decrease (-3) in the representation of nonminority females from a URI=47 to a URI=44.

Senior Level (GS 9-12)

There is still a conspicuous absence of Asian males and Native American females (URI=0). There was no change in the representation of Hispanic males (URI=40) and Hispanic females (URI=60). There was a decrease in the representation of Black females (-7) from a URI=80 to a URI=73. The representation of Native American males decreased (-100) from full representation to a URI=0.

Personnel Transactions

- Accessions
- Promotions
- Conversions

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

FY 1988 ACCESSIONS

Professional Occupations

Biologist (GS-401)

A total of 28 accessions occurred during the fiscal year: ten accessions were at the entry level; of these, six were nonminority females (GS-07) and four were Black females (1 GS-05, 3 GS-07). Eighteen accessions occurred at the mid level; of these, two were nonminority males (1 GS-09, 1 GS-11); ten were nonminority females (6 GS-09, 4 GS-11); two were Black females (1 GS-11, 1 GS-12); two were Hispanic females (GS-09); and two were Asian females (1 GS-09, 1 GS-11).

Microbiologist (GS-403)

A total of 16 accessions occurred during the fiscal year: one nonminority female acceded at the entry level (GS-07). Eleven accessions occurred at the mid level; of these, two were nonminority males (1 GS-09, 1 GS-12); six were nonminority females (2 GS-09, 1 GS-11, 3 GS-12); two were Black females (1 GS-09, 1 GS-12); and one Asian male was hired at the GS-12 level. Four nonminority males acceded at the senior level (2 GS-13, 2 GS-14).

Health Scientist Administrator (GS-601)

A total of 33 accessions occurred during the fiscal year: six accessions were at the mid level; of these, five were nonminority females (1 GS-11, 4 GS-12), and one Black male was hired at the GS-12 level. Twenty-seven accessions were at the senior level; of these, thirteen were nonminority males (3 GS-13, 9 GS-14, 1 GS-15); eight were nonminority females (4 GS-13, 4 GS-14); one Black male was hired at the GS-13 level; one Hispanic male acceded at the GS-14 level; and four were Asian males (2 GS-13, 2 GS-14).

Medical Officer (GS-602)

A total of 15 accessions occurred during the fiscal year at the senior level; of these, ten were nonminority males (4 GS-14, 6 GS-15); three were nonminority females (1 GS-13, 1 GS-14, 1 GS-15); one Black male acceded at the GS-14 level; and one Hispanic male was hired at the GS-15 level.

FY 1988 ACCESSIONS

Nurse (GS-610)

A total of 166 accessions occurred during the fiscal year: of these, two nonminority males, 32 nonminority females, and one Black female acceded at the entry level (GS-07). One hundred twenty-nine were at the mid level; of these, one nonminority male, 48 nonminority females, hree Black females, two Hispanic females, and six Asian females were hired at the GS-09 level; two nonminority males, 38 nonminority females, six Black females, three Hispanic males, three Hispanic females, and one Asian female acceded at the GS-10 level; four nonminority females acceded at the GS-11 level; and 11 nonminority females and one Black female acceded at the GS-12 level. Two nonminority females were hired at the senior level (1 GS-13, 1 GS-15).

Medical Technologist (GS-644)

A total of 26 accessions occurred during the fiscal year: of these, six were at the GS-07 level (two nonminority males and four nonminority females); 20 were at the mid level; of these, four were nonminority males, eleven were nonminority females, one was a Black female and one was a Asian female at the GS-09 level; one nonminority female and one Hispanic female at the GS-11 level and one nonminority female acceded acceded at the GS-12 level.

Chemist (GS-1320)

A total of 11 accessions occurred during the fiscal year: of these, three were at the GS-07 level, one nonminority female, one Hispanic female and one Asian female; four were at the mid level; of these, one nonminority male, and three Black males acceded at the GS-09 level; one nonminority female and one Asian female acceded at the GS-11 level. Four accessions occurred at the senior level; of these, three nonminority males (1 GS-13, 1 GS-14, 1 GS-15) and one nonminority female acceded at the GS-14 level.

Librarian (GS-1410)

A total of five accessions occurred during the fiscal year; of these, four nonminority females were at the mid level (3 GS-09, 1 GS-11); and one nonminority male acceded at the GS-13 level.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

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FY 1988 ACCESSIONS

Administrative Occupations

Personnel Management Specialist (GS-201)

A total of 10 accessions occurred during the fiscal year: of these, one nonminority female acceded at the GS-07 level. Eight were at the mid level; of these, one nonminority male (GS-12); four nonminority females (1 GS-11, 3 GS-12); two Black females (GS-12), and one Asian female acceded at the GS-11 level. One nonminority male was hired at the GS-13 level.

Computer Specialist (GS-334)

A total of 25 accessions occurred during the fiscal year: three were at the GS-07 level; of these, two were nonminority males and one was a Black male; sixteen were at the mid level; of these, eight were nonminority males (2 GS-09, 3 GS-11, 3 GS-12); seven were nonminority females (2 GS-09, 2 GS-11, 3 GS-12); and one Asian female acceded at the GS-12 level. Six accessions were at the senior level; of these, two were nonminority males (1 GS-13, 1 GS-15); three nonminority females (1 GS-13, 1 GS-14, 1 GS-15) and one Black male acceded at the GS-13 level.

Administrative Officer (GS-341)

A total of six accessions occurred during the fiscal year at the mid level for nonminority females (1 GS-09, 3 GS-11, 2 GS-12).

Program Analyst (GS-345)

A total of five accessions occurred during the fiscal year: two were at the mid level for nonminority females (1 GS-09, 1 GS-12), and three were at the senior level; of these, one nonminority male and two nonminority females acceded at the GS-13 level.

Grants Management Specialist (GS-1101)

A total of two accessions occurred during the fiscal year: one Black female and one Hispanic male at the GS-12 level.

FY 1988 ACCESSIONS

Contract/Procurement Specialist (GS-1102)

A total of 13 accessions occurred during the fiscal year: one Black female was hired at the GS-07 level; nine accessions were at the mid level; of these, one was a nonminority male (GS-12 level); four were nonminority females (1 GS-09, 3 GS-12), two were Black males (1 GS-09, 1 GS-12), and two were Black females (GS-11 and GS-12). Three nonminority males acceded to the senior level (1 GS-13, 2 GS-15).

Technical Information Specialist (GS-1412)

A total of seven accessions occurred during the fiscal year at the mid level; of these, three were nonminority males (GS-11), three were nonminority females (2 GS-09, 1 GS-12), and one was a Black male (GS-09).

Technical Occupation

Biological Lab Technician (GS-404)

A total of eight accessions occurred during the fiscal year: one nonminority female was hired at the GS-04 level; six accessions were at the mid level; of these, one nonminority male acceded at the GS-06 level and two nonminority females (1 GS-05, 1 GS-07); and one Black male acceded at the GS-05 level; and two Black females were hired at the GS-05 level. One Black male was hired at the senior level (GS-11).

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

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FY 1988 PROMOTIONS

Professional Occupations

Biologist (GS-401)

A total of 60 promotions occurred during the fiscal year: one nonminority female was promoted at the GS-07 level; fifty-four promotions were at the mid level; of these, thirteen were nonminority males (4 GS-09, 6 GS-11, 3 GS-12); three were Black males (GS-09); three were Black females (2 GS-09, 1 GS-12); one was a Hispanic female (GS-04); and three were Asian females (2 GS-11, 1 GS-12). Five promotions were at the senior level; of these, three were nonminority males (GS-14); and two were nonminority females (1 GS-13, 1 GS-14).

Microbiologist (GS-403)

A total of 22 promotions occurred during the fiscal year: two were at the entry level (GS-07), one nonminority male and one nonminority female. Eleven were at the mid level; of these, two nonminority males were promoted to the GS-11 level; eight nonminority females (3 GS-09, 4 GS-11, 1 GS-12), and one Black female at the GS-09 level. Nine promotions occurred in the senior level; of these, five were nonminority males (4 GS-15, 1 GS-15) and four were nonminority females (GS-14).

Health Scientist Administrator (GS-601)

A total of 51 promotions occurred during the fiscal year: ten nonminority males were promoted to the GS-12 level. Forty-one (41) senior level promotions occurred; of these, 23 were nonminority males (12 GS-14, 11 GS-15); 12 were nonminority females (3 GS-13, 7 GS-14, 2 GS-15); one was a Black male (GS-14); one was a Black female (GS-14); and three were Asian males (GS-4).

Medical Officer (GS-602)

A total of nine promotions occurred during the fiscal year: six nonminority males (3 GS-14, 3 GS-15) and three nonminority females (2 GS-13, 1 GS-15).

Nurse (GS-610)

A total of 138 promotions occurred during the fiscal year: 136 were at the mid level; of these, six were nonminority males (3 GS-10, 3 GS-11); 114 were nonminority females (23 GS-09, 39 GS-10, 45 GS-11, 7 GS-12); seven were Black females (3 GS-09, 1 GS-10, 3 GS-11); two were Hispanic females (1 GS-09, 1 GS-11); one was a Native American female (GS-11); and six were Asian females (1 GS-09, 5 GS-10).

FY 1988 PROMOTIONS

Medical Technologist (GS-644)

A total of 17 mid level promotions occurred during the fiscal year; of these, one was a nonminority male (GS-11); fifteen were nonminority females (1 GS-09, 1 GS-10, 10 GS-11, 3 GS-12); and one was a Black male (GS-11).

Chemist (GS-1320)

A total of 44 promotions occurred during the fiscal year: twenty-six occurred in the mid level; of these, five were nonminority males (1 GS-09, 3 GS-11, 1 GS-12); one was a Black male (GS-12), one was a Black female (GS-09); one Hispanic female (GS-09); one Asian male (GS-11), and three Asian (GS-11). Eighteen promotions occurred in the senior level; of these, 13 were nonminority males (1 GS-13, 7 GS-14, 5 GS-15); three were nonminority females (1 GS-13, 1 GS-14, 1 GS-15); and two were Asian males (1 GS-13, 1 GS-14).

Librarian (GS-1410)

A total of 17 promotions occurred during the fiscal year: fourteen occurred in the mid level; of these, one was a nonminority male (GS-11); nine were nonminority females (4 GS-11, 5 GS-12) and four were Asian females (1 GS-11, 3 GS-12). Three promotions occurred in the senior level: all were nonminority females (GS-13).

Administrative Occupations

Personnel Management Specialist (GS-201)

A total of 31 promotions occurred during the fiscal year: in the entry level, one nonminority female was promoted (GS-07). Seventeen occurred in the mid level; of these, one was a nonminority male (GS-09), eleven were nonminority females (2 GS-09, 4 GS-11, 5 GS-12); four were Black females (GS-09) and one was an Asian female (GS-12). Thirteen promotions occurred at the senior level; of these, four nonminority males (GS-13); seven nonminority females (6 GS-13, 1 GS-14); and one Black male and one Black female (GS-13).

Computer Specialist

A total of 73 promotions occurred during the fiscal year: eight were in the entry level; of these, three were nonminority males and one was a nonminority female (GS-07); one was a Black female (GS-07); two were Hispanic males (1 GS-05, 1 GS-07); and one was an Asian female (GS-07). Forty-two promotions occurred at the mid

FY 1988 PROMOTIONS

level; of these, six were nonminority males (1 GS-09, 2 GS-11, 3 GS-12); seven were Black males (4 GS-09, 1 GS-11, 2 GS-12); one was a Black female (GS-11); one was a Native American female (GS-09); and one was an Asian female (GS-12). Twenty-three promotions occurred in the senior level; of these 11 were nonminority males (5 GS-13, 5 GS-14, 1 GS-15); eight were nonminority females (7 GS-13, 1 GS-14); one was a Black male (GS-14); and two were Black females (1 GS-13, 1 GS-15).

Administrative Officer (GS-341)

A total of 64 promotions occurred during the fiscal year: eight were in the entry level (GS-07); of these, three were nonminority males; four were nonminority females, and one was a Black female. Forty-five promotions occurred in the mid level; of these, two were nonminority males (1 GS-09, 1 GS-12), 35 were nonminority females (13 GS-09, 15 GS-11, 7 GS-12); seven were Black females (4 GS-09, 3 GS-12); and one Hispanic female was promoted at the GS-11 level. Eleven promotions occurred in the senior level; of these, four were nonminority males (1 GS-13, 1 GS-14, 2 GS-15); six were nonminority females (2 GS-13, 3 GS-14, 1 GS-15); and one was a Black male (GS-13).

Program Analyst (GS-345)

A total of 42 promotions occurred during the fiscal year: twenty-seven were in the mid level; of these, twenty-two were nonminority females (9 GS-09, 6 GS-11, 7 GS-12); three were Black females (1 GS-09. 2 GS-11); and one was a Hispanic female (GS-09). Fifteen promotions occurred in the senior level; of these, five were nonminority males (3 GS-14, 2 GS-15); seven were nonminority females (3 GS-13, 3 GS-14, 1 GS-15); one was a Black male (GS-14), and two were Black females (GS-13).

Grants Management Specialist (GS-1101)

A total of 27 promotions occurred during the fiscal year: twenty were at the mid level; of these, three were nonminority males (1 GS-11, 2 GS-12), fifteen were nonminority females (6 GS-11, 9 GS-12); one was a Black female (GS-11); and one was an Asian female (GS-12). Seven promotions occurred in the senior level; of these, one was a nonminority male (GS-14); and six were nonminority females (3 GS-13, 2 GS-14, 1 GS-15).

Contract/Procurement Specialist (GS-1102)

A total of 39 promotions occurred during the fiscal year: two were in the entry level; of these, one was a nonminority female (GS-07); and one was a Black female

FY 1988 PROMOTIONS

(GS-05). Twenty-five promotions occurred in the mid level; of these, one was a nonminority male (GS-12); 18 were for nonminority females (6 GS-09, 6 GS-11, 6 GS-12); and one was a Black male (GS-11); four were Black females (1 GS-11, 3 GS-12); and one was an Asian female (GS-11). Twelve promotions occurred in the senior level; of these, two were nonminority males (1 GS-13, 1 GS-14); six were nonminority females (4 GS-13, 2 GS-14); two were Black males (1 GS-13, 1 GS-14); and two were Black females (GS-13).

Technical Information Specialist (GS-1412)

A total of 20 promotions occurred during the fiscal year: twelve were in the mid level; of these, two were nonminority males (1 GS-09, 1 GS-11); eight were nonminority females (1 GS-09, 4 GS-11, 3 GS-12)), one was an Asian male (GS-11); and one was an Asian female (GS-12). Eight promotions occurred in the senior level; of these, two were nonminority males (GS-13); five were nonminority females (4 GS-13, 1 GS-15); and one was a Black female (GS-13).

Technical Occupations

Biological Lab Technician (GS-404)

A total of 48 promotions occurred during the fiscal year: four occurred in the entry level (GS-04): one was a nonminority male, one was a nonminority female, one was a Black male, and one was a Black female. Twenty promotions occurred in the mid level; of these, three were nonminority males (3 GS-06), four were nonminority females (2 GS-05, 2 GS-06); eight were Black males (2 GS-05, 6 GS-06); and five were Black females (3 GS-05, 2 GS-06). Twenty-four promotions occurred in the senior level; of these, six were nonminority males (2 GS-07, 2 GS-09, 2 GS-11); three were nonminority females (1 GS-07, 2 GS-09); nine were Black males (3 GS-07, 5 GS-09, 1 GS-11); and five were Black females (3 GS-07, 1 GS-09 and 1 GS-10).

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

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FY 1988 CONVERSIONS

Professional Occupations

Biologist (GS-401)

A total of 62 conversions occurred during the fiscal year: eighteen were in the entry level; of these, six were nonminority males (1 GS-05, 5 GS-07); six were nonminority females (1 GS-05, 5 GS-07); two were Black males (GS-07); three were Black females (1 GS-05, 2 GS-07); and one was a Hispanic female (GS-07). Thirty-nine were in the mid level; of these, ten were nonminority males (9 GS-09, 1 GS-11); 21 were nonminority females (16 GS-09, 3 GS-11, 2 GS-12); one was a Black male (GS-09); one was a Black female (GS-09); one was a Hispanic female (GS-09); one was an Asian male (GS-09); and four were Asian females (GS-09). Five conversions were at the senior level; of these, three were nonminority males (2 GS-13, 1 GS-14); one was a nonminority female (GS-13); and one was a Hispanic female (GS-13).

Microbiologist (GS-403)

A total of 39 conversions occurred during the fiscal year: eight occurred in the entry level; of these, one was a nonminority male (GS-05); five were nonminority females, one was a Black female, and one was an Asian female (all at the GS-07 level). Twenty-four conversions occurred in the mid level; of these, four were nonminority males (3 GS-09, 1 GS-11); 17 were nonminority females (15 GS-09, 1 GS-11, 1 GS-12); one was a Black female (GS-09); one was an Asian male (GS-12) and one was an Asian female (GS-09). Seven conversions occurred in the senior level: of these, five were nonminority males (4 GS-13, 1 GS-15), and two were nonminority females (GS-13).

Health Scientist Administrator (GS-601)

A total of 11 conversions occurred during the fiscal year: four were in the mid level; all were nonminority females (GS-12). Seven conversions were in the senior level; of these, four were nonminority males (2 GS-13, 1 GS-14, (1 GS-15); two were nonminority females (GS-13); and one was a Black female (GS-13).

Medical Officer (GS-602)

A total of sixteen conversions occurred in the senior level: of these, eleven were nonminority males (5 GS-13, 4 GS-14, 2 GS-15); three were nonminority females (GS-14, 1 GS-15); one Black was a female (GS-14); and one was an Asian female (GS-13).

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FY 1988 CONVERSIONS

Nurse (GS-610)

A total of 30 conversions occurred during the fiscal year: eight were in the entry level; of these, one was a nonminority male (GS-07); five were nonminority females (3 GS-07); one was a Black female (GS-07); and one was an Asian female (GS-07). Twenty-two conversions occurred in the mid level; of these, 20 were nonminority females (10 GS-09, 4 GS-10, 3 GS-11, 3 GS-12), and two were Black females (1 GS-11, 1 GS-12).

Medical Technologist (GS-644)

A total of four conversions occurred during the fiscal year; all were nonminority females (1 GS-07, 2 GS-09, 1 GS-11).

Chemist (GS-1320)

A total of 33 conversions occurred during the fiscal year: six were in the entry level; of these, two were nonminority males (GS-07); two were nonminority females (GS-07); one was a Black male (GS-05); and one was a Black female (GS-07). Fifteen conversions were in the mid level; of these, eight were nonminority males (6 GS-09, 2 GS-12); five were nonminority females (GS-09); one was a Black female (GS-09); and one was a Hispanic male (GS-11). Twelve conversions were in the senior level; of these, nine were nonminority males (7 GS-13, 2 GS-15); two were nonminority females (GS-13); and one was an Asian female (GS-13).

Librarian (GS-1410)

A total of four conversions occurred in the mid level; all were nonminority females (3 GS-09, 1 GS-11).

Administrative Occupations

Computer Specialist (GS-334)

A total of five conversions occurred during the fiscal year: four were in the mid level; of these, two were nonminority males (GS-09); and two were nonminority females (1 GS-09, 1 GS-11). One nonminority male was converted at the GS-14 level.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

FY 1988 CONVERSIONS

Administrative Officer (GS-341)

There were two conversions in this series during the fiscal year, one Asian female (GS-05) and one Black female (GS-11).

Program Analyst (GS-345)

A total of two conversions occurred during the fiscal year; both were nonminority females (1 GS-09, 1 GS-11).

Contract/Procurement Specialist (GS-1102)

A total of two conversions occurred in the mid level during the fiscal year: of these, one was a nonminority female (GS-12) and one was a Black male (GS-12).

Technical Information Specialist (GS-1412)

A total of six conversions occurred in the mid level during the fiscal year; of these, two were nonminority males (GS-11) and four were nonminority females (3 GS-09, 1 GS-11).

Technical Occupations

Biological Lab Technician (GS-404)

A total of 12 conversions occurred during the fiscal year: three were in the entry level; of these, two were nonminority males (GS-04), and one was a Black female (GS-04). One nonminority female was converted at the mid level (GS-07). Eight conversions occurred in the senior level; of these, three were nonminority males 1 GS-09, 1 GS-11), three were nonminority females (2 GS-07, 1 GS-09), and two were Black females (GS-07).

FY 1989 Accomplishment Report

AEP Goals Accomplishment

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

FY GOALS 1988 ACCOMPLISHMENT REPORT by PATCO and Targeted Series

The NIH established affirmative hiring and internal movement goals for the Professional, Administrative, and Technical categories and AEP targeted occupational series for FY 1988. These goals apply to permanent General Schedule employment only as specified in the Equal Employment Opportunity Commission's Management Directive 714. It should be noted that the NIH made progress toward achievement of internal movement goals, but was not as successful in meeting external hiring goals.

A. PROFESSIONAL

Professional Category

Hiring goals were set for Black males (7), Black females (3), Hispanic male (11), Hispanic females (1), Native American males (1), and Asian males (9). Goals were achieved for Black females and Hispanic females; partially achieved for Black, Asian, and Hispanic males; but not achieved for Native American males. Internal movement goals were set for Black males (11), Black females (11) Hispanic males (18), Hispanic females (18), Hispanic females (4), Asian males (10), Native American males (2), and Native American females (1). Goals were achieved for Black females; goals were partially achieved for Black (7 of 11), Asian (6 of 10), and Hispanic males (2 of 8), and Hispanic females (2 of 4); but were not achieved for Native American males.

Professional Series

o Biologist

Hiring goals were set for Hispanic males (1) but were not achieved. Although no hiring goals were set for other target group members, some gains were realized: +12 nonminority females, and +5 Black females, +2 Hispanic females, and +2 Asian females.

Internal movement goals were set for Black males (1) and Hispanic males (1). The goal for Black males was achieved, however, the goal for Hispanic males was not.

FY GOALS 1988 ACCOMPLISHMENT REPORT by PATCO and Targeted Series

o Microbiologist

Although no hiring goals were set for this occupational series, gains were realized for nonminority females (+6), Black females (+2), and Asian males (+1).

Internal movement goals were set for Black females (1), Hispanic males (2), Hispanic females (1), Asian males (2), Asian females (1) and Native American males (1). Goals were achieved for Black females (+2) and Asian females (+2). Goals were partially achieved for Asian males (+1). Goals were not achieved for Native American males.

o Health Scientist Administrator

Hiring goals were set for Black females (1), Hispanic males (1), and Hispanic females (1). Goals were achieved for Hispanic males (+1) but were not achieved for Black females or Hispanic females. Although goals were not set for other target group members, gains were realized for nonminority females (+13), Black males (+2), and Asian males (+4).

Internal movement goals were set for Black females (3), Hispanic males (3), and Hispanic females (2). The goals for Black females (+2) and Hispanic males (+1) were partially achieved. Although goals were not set for other target group members, gains were realized for Black males (+1), Asian males (+3), and nonminority females (+19).

o Medical Officer

Hiring goals were set for nonminority females (4), Black males (1), and Black females (1). The goal was achieved for Black males (+1) and partially achieved for nonminority females (+3). Goals were not achieved for Black females. Although goals were not set for other target group members, gains were realized for Hispanic males (+1).

Internal movement goals were set for nonminority females (8), Black males (1), Black females (1), and Hispanic males (1). Goals were achieved for Black females (+1) and partially achieved for nonminority females (+7). Although goals were not set for other target group members, gains were realized for Asian females (+1).

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

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o Nurse

Although no hiring goals were set in this occupational category, gains were realized for nonminority females (+63), Black females (+11), Hispanic males (+3), Hispanic females (+5), and Asian females (+7).

Although no internal movement goals were set in this occupation series, gains were realized for nonminority females (+25), Black females (+3), and Asian females (+1).

o Medical Technologist

Although no hiring goals were established in this occupational series, gains were realized for Asian females (+1).

Internal movement goals were set for Asian males (1) but were not achieved. Although goals were not set for other target group members, gains were realized for nonminority females (+3).

o Chemist

Hiring goals were for nonminority females (2) and Hispanic males (1). Goals were not achieved for these groups. Although goals were not set for other target group members, gains were realized for Black males (+1).

Internal movement goals were set for nonminority females (12), Black males (1), Black females (2), Hispanic males (3), and Hispanic females (1). Goals were achieved for nonminority females (+13), Black males (+1) and Black females (+2). Goals were partially achieved for Hispanic males (+1) but were not achieved for Hispanic females. Although goals were not set for other target group members, gains were realized for Asian males (+2) and Asian females (+1).

o Librarian

Hiring goals were not set in this occupational series.

Although no internal movement goals were set, gains were realized for nonminority females (+14), Black males (+1), Black females (+2), Hispanic males (+1), Hispanic females (+1), and Asian females (+1).

FY GOALS 1988 ACCOMPLISHMENT REPORT by PATCO and Targeted Series

B. **ADMINISTRATIVE**

Administrative Category

Hiring goals were established for Hispanic males (3), Hispanic females (2), and Asian males (2). Goals were not achieved for these groups. Although goals were not set for other target group members, gains were realized for Asian females (+1).

Internal movement goals were set for Hispanic males (11), Hispanic females (4), Asian males (5), Native American males (1), and Native American females (1). Goals were not achieved for these groups, however, goals were partially achieved for Hispanic females (+1). Although goals were not set for other target groups, gains were realized for nonminority females (+78), Black males (+10), Black females (+10), Hispanic females (+1) and Asian females (+3).

Administrative Series

o Personnel Management Specialist

Hiring goals were not set for this occupational series.

Internal movement goals were set for nonminority females (1) and were achieved (+7). Although goals were not set for other target groups, gains were realized for Black males (+1) and Black females (+1).

o Computer Specialist

Hiring goals were not set for this occupational series.

Internal movement goals were set for Hispanic males (1), Hispanic females (1), and Asian males (1). Goals were not achieved. Although goals were not set for other target groups, gains were realized for nonminority females (+10), Black Black males (+1) and Black females (+2).

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

FY GOALS 1988 ACCOMPLISHMENT REPORT by PATCO and Targeted Series

o Administrative Officer

Hiring goals were not set for this occupational series.

Internal movement goals were set for Black males (2), Hispanic males (1) and Asian males (1). Goals were partially achieved for Black males (+1). Although goals were not set for other target groups, gains were realized for nonminority females (+6) and Black females (+1).

o Program Analyst

Hiring goals were not set for this occupational series.

Internal movement goals were set for Black males (2), Black females (1), Hispanic males (1), Hispanic females (1), and Asian males (1). Goals were achieved for Black females (+12), and partially achieved for Black males (+1). Although goals were not set for other target groups, gains were realized for nonminority females (+9).

o Grants Management Specialist

Hiring goals were not set for this occupational series. Gains were realized, however, for Black males (+1) and Black females (+1).

Internal movement goals were not set for this occupational series, however, gains were realized for nonminority females (+1).

o Contract/Procurement Specialist

Hiring goals were not set for this occupational series. Gains were realized, however, for Black males (+1) and Black females (+1).

Internal movement goals were set for Hispanic males (1) and Asian males (1) but not achieved. Although goals were not set for other target groups, gains were realized for nonminority females (+7), Black males (+3), and Black females (+2).

FY GOALS 1988 ACCOMPLISHMENT REPORT by PATCO and Targeted Series

o Technical Information Specialist

Hiring goals were set for Black males (1) and Black females (1). Goals for Black males were achieved (+1), but goals were not achieved for Black females.

Internal movement goals were set for Black males (1) and Black females (1). The goal for Black females (+1) was achieved, but goals were not achieved for Black males.

C. **TECHNICAL**

Technical Category

Hiring goals were established for Hispanic males (3), Hispanic females (2), and Asian males (2). Goals were partially achieved for Hispanic males (+1), but were not achieved for other groups.

Internal movement goals were established for Hispanic males (7), Hispanic females (4), and Asian males (7). Goals were partially achieved for Hispanic females (+2) and Asian males (+3). Goals for Hispanic males were not achieved. Although goals goals were not set for other target group members, gains were realized for non-minority females (+30), Black males (+15), Black females (+16) and Asian females (+1).

Technical Series

o Biological Lab Technician

Hiring goals were set for nonminority females (4) and achieved (+5).

Internal movement goals were set for nonminority females (7) and were partially achieved (+5). Although goals were not set for other target groups, gains were realized for Black females (+3).

FY 1988 EXTERNAL HIRING GOALS
NUMERICAL OBJECTIVE ACCOMPLISHMENTS BY PATCOB

OCCUPATIONAL CATEGORY	PLANNED/ ACTUAL	TOTAL ALL #	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN ALASKAN NATIVE	
			MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #
PROFESSIONAL	PLANNED	32		0	7	3	11	1	9	0	1	0
	ACTUAL	+94		+63	+2	+12	+5	+3	+1	+8	0	0
ADMINISTRATIVE	PLANNED	7		0	0	0	3	2	2	0	0	0
	ACTUAL	-35		-34	0	-1	-1	0	0	+1	0	0
TECHNICAL	PLANNED	6		0	0	0	2	2	2	0	0	0
	ACTUAL	-35		-10	-10	-9	+1	-3	0	-3	-1	0
CLERICAL	PLANNED											
	ACTUAL											
OTHER	PLANNED											
	ACTUAL											
BLUE COLLAR	PLANNED											
	ACTUAL											
TOTAL	PLANNED	45		0	7	3	16	5	13	0	1	0
	ACTUAL	+25		+19	-8	+2	+5	0	+1	+6	-1	0
	PERCENT	53.5%	%	0.0%	-100%	+66.7%	31.3%	0.0%	7.7%	0.0%	-100%	0%

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FY 1988 EXTERNAL HIRING GOALS
NUMERICAL OBJECTIVE ACCOMPLISHMENTS BY MAJOR OCCUPATIONS

SERIES NAME CATEGORY	PLANNED/ ACTUAL	TOTAL ALL #	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN ALASKAN NATIVE	
			MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #
GS-401 (NAME) (PATCOB) P	PLANNED	1		0	0	0	1	0	0	0	0	0
	ACTUAL	+21		+12	0	+5	0	+2	0	+2	0	0
GS-403 (NAME) (PATCOB) P	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	+9		+6	0	+2	0	0	+1	0	0	0
GS-601 (NAME) (PATCOB) P	PLANNED	3		0	0	1	1	1	0	0	0	0
	ACTUAL	+20		+13	+2	0	+1	0	+4	0	0	0
GS-602 (NAME) (PATCOB) P	PLANNED	6		4	1	1	0	0	0	0	0	0
	ACTUAL	+5		+3	+1	0	+1	0	0	0	0	0
GS-610 (NAME) (PATCOB) P	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	89		+63	0	+11	+3	+5	0	+7	0	0
GS-644 (NAME) (PATCOB) P	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	+1		0	0	0	0	0	0	+1	0	0
GS-1320 (NAME) (PATCOB) P	PLANNED	3		2	0	0	1	0	0	0	0	0
	ACTUAL	-13		-13	+1	0	0	0	-1	0	0	0

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FY 1988 EXTERNAL HIRING GOALS
NUMERICAL OBJECTIVE ACCOMPLISHMENTS BY MAJOR OCCUPATIONS

SERIES NAME CATEGORY	PLANNED/ ACTUAL	TOTAL ALL #	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN ALASKAN NATIVE	
			MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #
GS-1410 (NAME) (PATCOB) P	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	-1		0	0	-1	0	0	0	0	0	0
GS-201 (NAME) (PATCOB) A	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	-5		-3	-1	-2	0	0	0	0	0	0
GS-334 (NAME) (PATCOB) A	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	-4		0	0	-2	-2	0	0	0	0	0
GS-341 (NAME) (PATCOB) A	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	-5		-4	0	0	0	0	0	-1	0	0
GS-345 (NAME) (PATCOB) A	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	-10		-9	0	-1	0	0	0	0	0	0
GS-1101 (NAME) (PATCOB) A	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	0		-1	-1	+1	+1	0	0	0	0	0
GS-1102 (NAME) (PATCOB) A	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	-6		-8	+1	+1	0	0	0	0	0	0

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FY 1988 EXTERNAL HIRING GOALS
NUMERICAL OBJECTIVE ACCOMPLISHMENTS BY MAJOR OCCUPATIONS

SERIES NAME CATEGORY	PLANNED/ ACTUAL	TOTAL ALL #	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN ALASKAN NATIVE	
			MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #
GS-1412 (NAME) (PATCOB) A	PLANNED	2		0	1	1	0	0	0	0	0	0
	ACTUAL	-3		-4	+1	0	0	0	0	0	0	0
GS-404 (NAME) (PATCOB)	PLANNED	4		4	0	0	0	0	0	0	0	0
	ACTUAL	-13		+5	-10	-6	0	0	0	-1	-1	0
GS- (NAME) (PATCOB)	PLANNED											
	ACTUAL											
GS- (NAME) (PATCOB)	PLANNED											
	ACTUAL											
GS- (NAME) (PATCOB)	PLANNED											
	ACTUAL											
GS- (NAME) (PATCOB)	PLANNED											
	ACTUAL											
GS- (NAME) (PATCOB)	PLANNED											
	ACTUAL											

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FY 1988 INTERNAL MOVEMENT
NUMERICAL OBJECTIVE ACCOMPLISHMENTS BY PATCOB

OCCUPATIONAL CATEGORY	PLANNED/ ACTUAL	TOTAL	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN ALASKAN NATIVE	
		ALL #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #
PROFESSIONAL	PLANNED	57		0	11	11	18	4	10	0	2	1
	ACTUAL	+193		+153	+7	+12	+2	+2	+6	+11	0	0
ADMINISTRATIVE	PLANNED	22		0	0	0	11	4	5	0	1	1
	ACTUAL	+102		+78	+10	+10	0	+1	0	+3	0	0
TECHNICAL	PLANNED	18		0	0	0	7	4	7	0	0	0
	ACTUAL	+67		+30	+15	+16	0	+2	+3	+1	0	0
CLERICAL	PLANNED											
	ACTUAL											
OTHER	PLANNED											
	ACTUAL											
BLUE COLLAR	PLANNED											
	ACTUAL											
TOTAL	PLANNED	97		0	11	11	36	12	22	0	3	2
	ACTUAL	+362		+261	+32	+38	+2	+5	+9	+15	0	0
	PERCENT	%	%	%	%	%	%	%	%	%	%	%

EEOC FORM 568 (8/87)

FY 1988 INTERNAL MOVEMENT
NUMERICAL OBJECTIVE ACCOMPLISHMENTS BY MAJOR OCCUPATIONS

SERIES NAME CATEGORY	PLANNED/ ACTUAL	TOTAL ALL #	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN ALASKAN NATIVE	
			MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #
GS-401 (NAME) (PATCOB) P	PLANNED	3		0	0	0	2	0	1	0	0	0
	ACTUAL	+44		+30	+3	+4	0	+2	+1	+4	0	0
GS-403 (NAME) (PATCOB) P	PLANNED	8		0	0	1	2	1	2	1	1	0
	ACTUAL	+34		+29	0	+2	0	0	+1	+2	0	0
GS-601 (NAME) (PATCOB) P	PLANNED	8		0	0	3	3	2	0	0	0	0
	ACTUAL	+26		+19	+1	+2	+1	0	+3	0	0	0
GS-602 (NAME) (PATCOB) P	PLANNED	11		8	1	1	0	1	0	0	0	0
	ACTUAL	+9		+7	0	+1	0	0	0	+1	0	0
GS-610 (NAME) (PATCOB) P	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	+29		+25	0	+3	0	0	0	+1	0	0
GS-644 (NAME) (PATCOB) P	PLANNED	1		0	0	0	0	0	1	0	0	0
	ACTUAL	+3		+3	0	0	0	0	0	0	0	0
GS-1320 (NAME) (PATCOB) P	PLANNED	19		12	1	2	3	1	0	0	0	0
	ACTUAL	+20		+13	+1	+2	+1	0	+2	+1	0	0

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FY 1988 INTERNAL HIRING GOALS
NUMERICAL OBJECTIVE ACCOMPLISHMENTS BY MAJOR OCCUPATIONS

SERIES NAME CATEGORY	PLANNED/ ACTUAL	TOTAL ALL #	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN ALASKAN NATIVE	
			MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #
GS-1410 (NAME) (PATCOB) P	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	+20		+14	+1	+2	+1	+1	0	+1	0	0
GS-201 (NAME) (PATCOB) A	PLANNED	1		1	0	0	0	0	0	0	0	0
	ACTUAL	+9		+7	+1	+1	0	0	0	0	0	0
GS-334 (NAME) (PATCOB) A	PLANNED	3		0	0	0	1	1	1	0	0	0
	ACTUAL	+13		+10	+1	+2	0	0	0	0	0	0
GS-341 (NAME) (PATCOB) A	PLANNED	4		0	2	0	1	0	1	0	0	0
	ACTUAL	+8		+6	+1	+1	0	0	0	0	0	0
GS-345 (NAME) (PATCOB) A	PLANNED	6		0	2	1	1	1	1	0	0	0
	ACTUAL	+12		+9	+1	+2	0	0	0	0	0	0
GS-1101 (NAME) (PATCOB) A	PLANNED	0		0	0	0	0	0	0	0	0	0
	ACTUAL	+1		+1	0	0	0	0	0	0	0	0
GS-1102 (NAME) (PATCOB) A	PLANNED	2		0	0	1	0	0	1	0	0	0
	ACTUAL	+12		+7	+3	+2	0	0	0	0	0	0

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FY 1988 INTERNAL MOVEMENT
NUMERICAL OBJECTIVE ACCOMPLISHMENTS BY MAJOR OCCUPATIONS

SERIES NAME CATEGORY	PLANNED/ ACTUAL	TOTAL ALL #	WHITE		BLACK		HISPANIC		ASIAN AMERICAN/ PACIFIC ISLANDER		AMERICAN INDIAN ALASKAN NATIVE	
			MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #	MALE #	FEMALE #
GS-1412 (NAME) (PATCOB) A	PLANNED	2		0	1	1	0	0	0	0	0	0
	ACTUAL	+10		+9	0	+1	0	0	0	0	0	0
GS-404 (NAME) (PATCOB) T	PLANNED	7		7	0	0	0	0	0	0	0	0
	ACTUAL	8		+5	0	+3	0	0	0	0	0	0
GS- (NAME) (PATCOB)	PLANNED											
	ACTUAL											
GS- (NAME) (PATCOB)	PLANNED											
	ACTUAL											
GS- (NAME) (PATCOB)	PLANNED											
	ACTUAL											
GS- (NAME) (PATCOB)	PLANNED											
	ACTUAL											
GS- (NAME) (PATCOB)	PLANNED											
	ACTUAL											

EEOC FORM 568 (8/87)

FY 1989 Accomplishment Report

Accomplishment of Objectives and Action Items

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: ORGANIZATION AND RESOURCES

PROBLEM/BARRIER STATEMENT: Managers and supervisors need a better understanding of the EEO system, with an emphasis on complaints processing, in order to produce a wholesome and productive working environment.

OBJECTIVE: Train all managers and supervisors in their equal opportunity responsibilities.

RESPONSIBLE OFFICIAL: BID Directors, BID EEO Officers
TARGET DATE: Spring 1989

ACTION ITEMS:	**RESPONSIBLE OFFICIAL**	**TARGET DATE**
1. Examine NIH policies for training managers and supervisors in EEO laws, regulations, and policies.	Assistant Director for Training and Development, DPM Chief, EOB/DEO	September 1989
2. Modify policy, if needed, and reissue to BID Directors.	Director, DPM	December 1989
3. Plan and conduct mandatory training sessions for supervisors and managers on their EEO responsibilities in line with NIH policies.	BID EEO Officers BID Directors Chief, EOB/DEO	April 1990 and annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. A Task Group was convened to review the existing requirements for management/supervisory EEO training and to recommend a training implementation plan.

2. NIH Manual chapters which have been rescinded or in need of review have been identified by DMP and will be rewritten and reissued.

3. Several institutes conducted EEO training for managers and supervisors. Complaints Branch, DEO, conducted EEO update briefings for the NIH Executive Officers and the NIH Management Council.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: WORK FORCE

PROBLEM/BARRIER STATEMENT: The pool of minorities and women in middle and upper level positions is very small, e.g., Contract Specialists, Professional Public Information positions, Program Analysts, Laboratory and Branch Chiefs, etc.

OBJECTIVE: Increase the percentage of minorities and women in middle and upper level positions.

RESPONSIBLE OFFICIAL: BID Directors
TARGET DATE: 1992

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Identify and actively recruit minorities and women who are participants in the NIH Grants Associates Program, the NIH Management Intern Program, and the Presidential Management Intern Program.	BID Personnel Officers BID EEO Officers	1992
2. To assist in developing the pool of minority candidates for professional public information positions, recruit minority students from academic institutions for 1040 hour student appointments.	Associate Director for Communications BID Information Officers	1990
3. For professional public information positions, solicit applications of minorities.	BID Personnel Officers BID EEO Officers BID Information Officers	1990
4. For vacancies in middle and upper level positions, documented evidence of strong efforts to recruit minorities and women will be a part of the merit promotion package.	BID Personnel Officers	1990

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Actions items will continue for accomplishment of above objective. Target dates have been adjusted to 1990 and 1992.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: WORK FORCE

PROBLEM/BARRIER STATEMENT: Conspicuous absence or manifest imbalance exist for some EEO group members in certain PATCOB categories and major occupations, specifically Service Fellows. There is a small minority scientific/biomedical research pool.

OBJECTIVE: To reduce the work force imbalance of affected EEO groups.

RESPONSIBLE OFFICIAL: Deputy Director for Intramural Research
TARGET DATE: 1988-1992

ACTION ITEMS:	**RESPONSIBLE OFFICIAL**	**TARGET DATE**
1. Advertise need for professionals in appropriate scientific journals and magazines read by minorities such as ASM News, JAMA, JACS.	Scientific Directors BID Personnel Officers	1988-1992
2. Establish an automated applicant file data bank and internal networking system of exchange.	Scientific Directors BID EEO Officers BID Personnel Officers	1989
3. Use direct referrals.	Scientific Directors Lab & Branch Chiefs BID EEO Officers BID Personnel Officers	1988-1992
4. Make available key scientists to lecture at minority workshops, conferences, and academic institutions.	All Scientific Personnel	Continuous
5. Establish an ad hoc committee of scientists to identify additional programs, strategies, and resources that would be environmentally supportive to minority scientists in order to retain them.	Deputy Director for Intramural Research Scientific Directors BID EEO Officers	1988
6. Review the EEO portion of the performance appraisal plan and hold selecting officials accountable for achieving affirmative employment objectives.	BID Directors Scientific Directors	Annually

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: WORK FORCE (Cont'd)

PROBLEM/BARRIER STATEMENT: Conspicuous absence or manifest imbalance exist for some EEO group members in certain PATCOB categories and major occupations, specifically Service Fellows. There is a small minority scientific/biomedical pool.

OBJECTIVE: To reduce work force imbalance of affected EEO groups.

RESPONSIBLE OFFICIAL: Program Directors, Managers, Supervisors
TARGET DATE: 1988-1992

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
7. Advertise at colleges which have high minority enrollment in professional series. Request that ads be posted at Departmental levels.	Scientific Directors Lab & Branch Chiefs BID Personnel Officers	1988-1992
8. Select qualified minorities as vacancies occur and as the scientific applicant pool allows.	Scientific Directors Lab & Branch Chiefs	1988-1992

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. Advertisements in professional journal were utilized by all BIDs.

2. Several BIDs have increased efforts to recruit at schools with large minority enrollments.

3. Majority of BIDs have increased participation of senior scientists in seminars directed toward minority students and scientists.

4. Three minority (Black) Staff Fellows were converted into tenured scientific positions in 1988.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: TRAINING AND CAREER DEVELOPMENT FOR MANAGERIAL/SUPERVISORY STAFF

PROBLEM/BARRIER STATEMENT: A review of the status of managerial/supervisory training indicates that many have not met the statutory requirements of at least 80 hours of supervisory training. In addition, there is a need to provide an opportunity to those who have met the required criteria to enhance their knowledge, skills, and abilities needed to effectively achieve the organizational objectives for planning, organizing, directing, and controlling the work of others.

OBJECTIVES: To provide the optimal Supervisory Training Program which would enhance the skills of managers/supervisors in the areas of communication, personnel management, administrative procedures, employee performance systems, and safety operations.

To ensure that all first-line supervisors receive the initial preparation necessary for supervisors and continue to develop their techniques of supervision.

RESPONSIBLE OFFICIAL: Director, DPM and BID Directors
TARGET DATE: 9/30/89 90, 91, and 92

ACTION ITEMS:	**RESPONSIBLE OFFICIAL**	**TARGET DATE**
1. Identify appropriate training resources and develop a training plan for appropriate managerial and supervisory staff.	Assistant Director for Training and Development, DPM BID Directors BID Executive Officers BID Employee Development Specialists BID EEO Officers	June 15, 1989
2. Implement training for the targeted groups.	BID Personnel Officers BID EEO Officers Managers and Supervisors	
3. Evaluate the training programs to determine their effectiveness.	BID EEO Officers	

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

BIDs have begun to address these action items; however, not all have accomplished all action items. They will continue with implementation during 1989.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: The NIH has not achieved diversity in the representation of minorities (especially Hispanics and Native Americans) and women that is reflective of the nation's targeted populations in all grade levels and occupational series.

OBJECTIVES: To develop methods and strategies to achieve diversity in the representation of minorities and women in the NIH work force that will be reflective of the nation's targeted populations in all grade levels and occupational series.

To acquaint minorities and women with NIH and its programs.

To provide avenues to explain and promote research training and career development opportunities.

To encourage minority and female participation in biomedical research.

RESPONSIBLE OFFICIAL: Director, NIH
TARGET DATE: 9/30/89, 90, 91, and 92

ACTION ITEMS:	**RESPONSIBLE OFFICIAL**	**TARGET DATE**
1. Develop recruitment material that will attract, acquaint and inform minorities and women with the NIH and its component programs.	EO/AEP Manager, DEO BID EEO Officers Employee Development Specialists BID Personnel Officers Research Training and Development Coordinators	October 1990
2. Continue recruitment and outreach activities by participating in, conducting, and attending conferences, workshops, career days, job fairs, and high school science fairs.	EO/AEP Manager, DEO BID EEO Officers in collaboration with BID Personnel Officers BID Executive Officers Division/Office Directors Managers and Supervisors	Ongoing

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING (Cont'd)

PROBLEM/BARRIER STATEMENT: The NIH has not achieved diversity in the representation of minorities (especially Hispanics and Native Americans) and women that is reflective of the nation's targeted populations in all grade levels and occupational series.

OBJECTIVES: To develop methods and strategies to achieve diversity in the representation of minorities and women in the NIH work force that will be reflective of the nation's targeted populations in all grade levels and occupational series.

To acquaint minorities and women with NIH and its programs.

To provide avenues to explain and promote research training and career development opportunities.

To encourage minority and female participation in biomedical research.

RESPONSIBLE OFFICIAL: Director, NIH
TARGET DATE: 9/30/89, 90, 91, and 92

ACTION ITEMS:	**RESPONSIBLE OFFICIAL**	**TARGET DATE**
3. To increase the minority and female applicant pool to expand minority and and female participation in biomedical research training and career opportunities programs.	EO/AEP Manager, DEO BID EEO Officers in collaboration with BID Personnel Officers BID Executive Officers Division/Office Directors Managers and Supervisors	October 1989 through October 1992

REPORT ON ACCOMPLISHMENT OF OBJECTIVES:

A Career Day, sponsored by the Federal Women's Program, DEO, and the NIH Women's Advisory Committee, was held during FY 1988 to explain and promote career development opportunities. All NIH employees were invited to attend. Also, some of the institutes have initiated excellent summer programs which provide experience and exposure to the broad field of biomedical research. The above action items will continue through FY 1989, 1990, 1991 and 1992.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: The dearth of minority and women scientists in intramural research.

The applicant pool of minorities and women for positions in intramural research training programs (Staff Fellowship, IRTA, etc.) is very small.

OBJECTIVE: To increase the recruitment, retention, and conversion of minority and female scientists for positions in intramural research.

RESPONSIBLE OFFICIAL: Deputy Director for Intramural Research
TARGET DATE: 1989

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Network with the research institutions to identify minority and women students enrolled in M.D./Ph.D. programs in the biomedical sciences.	BID Scientific Directors BID EEO and Personnel Officers	1989
2. Expand the existing peer referral contacts at leading research institutions to seek minority and female candidates for positions in postdoctoral research training programs.	BID Lab and Branch Chiefs	1989
3. Consult with directors of residency programs and solicit their assistance in the recruitment of minority and women physicians for positions in the Medical Staff Fellowship program.	BID Clinical Directors	Ongoing
4. Allocate appropriate resources to support programs in which affirmative employment is an integral part of the recruitment and selection process.	Associate Director for Administration BID Executive Officers	1989

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

The above action items are ongoing with contacts and networking scheduled to continue during 1989.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: Managers are not aware of the special appointing authorities available as alternatives for identifying candidates to fill vacancies.

OBJECTIVE: Increase awareness of special appointing authorities available as alternatives for identifying candidates to fill vacancies.

RESPONSIBLE OFFICIAL: Director, Division of Personnel Management
TARGET DATE: February 1992

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Analyze available special authorities to determine applicability to the employment of underrepresented group members.	Chief, Recruitment and Employee Benefits Branch, DPM BID Personnel Officers BID EEO Officers	May 1989
2. Prepare supervisor/manager fact sheet outlining authorities and their specific provisions.	Chief, REBB/DPM and Chief, EOB/DEO	January 1991
3. Circulate fact sheet to supervisors and managers.	BID Personnel and EEO Officers	
4. Monitor employment statistics to determine if there is an increase in the use of special appointing authorities.	BID Personnel Officers BID EEO Officers BID EEO Officers Chief, EOB/DEO	September 1989

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Due to a change in leadership and hiring freeze, the DPM did not have the opportunity to implement these action items; nevertheless, preliminary planning has been initiated and follow up will be implemented in FY 1989.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: Health Scientist Administrator ratings are difficult for minority and female intramural scientists to obtain.

OBJECTIVE: To increase the numbers of women and minorities applying for and receiving good HSA ratings.

RESPONSIBLE OFFICIAL: Director, Division of Personnel Management
TARGET DATE: January 1990

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Increase women and minorities applying for HSA ratings.	BID Directors	September 1989
2. Increase numbers of women and minorities serving on HSA rating panels.	Director, Division of Personnel Management	October 1989
3. Set up monitoring system to track numbers of women and minorities applying for HSA ratings and panel results.	Director, Division of Personnel Management	September 1989

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Due to a change in leadership and hiring freeze, the DPM did not have the opportunity to implement these action items; nevertheless, preliminary planning has been initiated and follow up action will be implemented in FY 1989.

Through efforts of the Division of Equal Opportunity, the HSA rating panel now has women and minority representation.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: NIH efforts to recruit women and minorities for vacancies are limited.

OBJECTIVE: To promote recruitment of women and minorities at NIH.

RESPONSIBLE OFFICIAL: Director, Division of Personnel Management (DPM)
TARGET DATE: January 1990

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Central personnel officials will meet with key BID officials, such as Personnel Officers, Executive Officers, Intramural Laboratory Chiefs, and Institute Directors, to encourage the recruitment, hiring, and retention of women and minorities.	Director, DPM Assistant Director for for Operations, DPM	July 1, 1990
2. Personnel officials will design a recruitment program, recruiting materials, and outreach efforts directed toward minorities and women.	Director, DPM Assistant Director for Operations, DPM	September 1, 1990
3. Monitoring system will be designed to track effectiveness of the recruitment plan, hiring, and retention efforts.	Director, DPM	December 1, 1990

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

DEO staff, BID EEO Officers, and BID Personnel Officers conducted meetings during FY 1988 to review NIH efforts to recruit, hire, and retain women and minorities. Ongoing efforts will continue within the BIDs as well as the initiatives specified above with the Director, DPM, as the responsible official.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: There is a need to significantly increase the percentage of minority nurses at NIH.

OBJECTIVE: To increase recruitment activities designed to reach the Asian, Black, Hispanic, and Native American nurse applicant pool.

RESPONSIBLE OFFICIAL: Associate Director for Nursing, Clinical Center (CC)
TARGET DATE: June 1990

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Recruit at Minority Nursing Association conventions.	Associate Director for Nursing, CC	September 1988 to June 1992
2. Recruit at nursing schools with significant minority enrollments.	Associate Director for Nursing, CC	September 1988 to June 1992
3. Establish joint training programs with selected minority universities.	Associate Director for Nursing, CC	May 1989
4. Increase minority visibility in professional and consumer advertising in professional journals and lay publications.	Associate Director for Nursing, CC	May 1989
5. Monitor hiring trends and prepare reports of accomplishments.	Executive Officer, CC EEO Officer, CC	October 1988 and annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

The Clinical Center has established a contract with the Howard University School of Nursing authorizing Howard students to participate in the clinical training programs in the Clinical Center.

Faculty from the Catholic University of Puerto Rico have taken short term sabbaticals at the Clinical Center to enhance their teaching skills.

During 1988, ads appeared in six nursing journals that have significant minority readership.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT OF SERVICE FELLOWS

PROBLEM/BARRIER STATEMENT: The total absence of Black males and females from the medical staff fellows program is a problem that requires continued attention.

OBJECTIVE: To develop recruitment strategies designed to encourage Black medical students and residents to apply for positions as medical staff fellows.

RESPONSIBLE OFFICIAL: Deputy Director for Intramural Research
TARGET DATE: November 1989 to November 1990

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Make Black medical students aware of postdoctoral training opportunities.	BID EEO Officers	November 1989, 1990
2. Contact Residency Program Directors for referrals.	BID EEO Officers BID Scientific Directors	November 1989, 1990
3. Intensify the recruitment of Black medical students into the Clinical Electives Program.	BID EEO Officers BID Scientific Directors	November 1989, 1990
4. Encourage former participants in the Summer Research Fellowship Program to consider applying for postdoctoral fellowship.	BID EEO Officers	January 1990

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

A number of actions have been initiated to accomplish the above objective. These include increased contact with Black Medical Schools, participation of institutes in the MARC seminars, and an initiative for increasing participation of Black students in the Clinical Electives Program.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: Recruitment procedures/practices do not attract a good pool of applicants from groups who evidence a conspicuous absence, particularly positions in the Life Sciences.

OBJECTIVE: To create as sufficient pool of applicants, representing all EEO groups, from which to make selections.

RESPONSIBLE OFFICIAL: BID Personnel Officers and BID Officers
TARGET DATE: November 1989 and ongoing

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Establish an expanded mailing list for circulation of job vacancy announcements. Mailing lists will include minority and female professional organizations and media.	BID EEO Officers	October 1989
2. Concentrate efforts on recruitment of minority/female graduates from colleges and universities.		
oEstablish lines of communication with college and university counselors. Express desire to hire minorities and women graduates.	BID Personnel and EEO Officers	November 1989
oDevelop pamphlets and other informational material for use at job fairs, conferences, and distribution to college/university placement officers.	BID Personnel and EEO Officers	March 1990
oIncrease applicant supply files for minorities and women.	BID EEO Officers	March 1990
oDirect recruitment representatives to schools which have significant minority enrollment and which are also covered by the MBRS and MARC programs.	BID EEO Officers BID Program Officials	June 1990

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

These action items are being addressed by most BIDs. However, not all BIDs have accomplished all tasks. They will continue to follow up during FY 1989.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: Need for the development and expansion of communication networks with minority and women professional societies and organizations.

OBJECTIVE: Increase networking contacts with minority, female, and disabled organizations to increase awareness of employment opportunities and solicit applications and qualified candidates for vacancies.

RESPONSIBLE OFFICIAL: BID Personnel Officers, BID EEO Officers
TARGET DATE: June 1991

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Analyze current contacts/resources.	BID Personnel Officers BID EEO Officers	June 1989
2. Develop additional recruitment resources needed to increase employment referrals of underrepresented groups.	BID Personnel Officers BID EEO Officers	June 1990
3. Participate in additional recruitment and other appropriate networking activities sponsored by identified organizations.	BID Personnel Officers BID EEO Officers	June 1991

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

These items are being considered and should be accomplished by the prescribed target dates.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: Minorities and women are not applying for positions available in the fellowship and other excepted appointment programs.

OBJECTIVE: Increase awareness of opportunities for minority and female applicants in these programs by publicizing vacancies in journals, newspapers and other publications or through other media having a large readership of minorities and women.

RESPONSIBLE OFFICIAL: BID Directors/EEO Officers
TARGET DATE: September 1991

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Analyze previous recruitment media utilized by program officials.	BID Personnel Officers BID EEO Officers	September 1989
2. Seek senior staff or executive committee involvement in encouraging managers and supervisors to utilize appropriate recruitment media.	BID Personnel Officers BID EEO Officers BID Director	September 1990
3. Conduct individual recruitment briefings and assist supervisors and managers in identifying appropriate media to reach underrepresented individuals for vacancies.	BID Personnel Officers BID EEO Officers	September 1991

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

These actions items are scheduled to be accomplished by the prescribed target dates.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: EMPLOYEE DEVELOPMENT PROGRAMS

PROBLEM/BARRIER STATEMENT: Lack of minorities and women participating in developmental assignments which lead to qualifying experience for better job.

OBJECTIVE: Increase participation of minorities and women in developmental assignments.

RESPONSIBLE OFFICIAL: BID Director
TARGET DATE: 1989-1992

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Expose and encourage attendance of minority/female professionals at various training programs, i.e., HSA training program, GA seminar series, STEP modules, WMTI, WELP, STRIDE, Management Intern, Career Curricula, etc., as work load permits.	BID Directors BID Managers and Supervisors	1989-1992
2. Develop appraisal plans that include an element on self-development and career enhancement training.	BID Managers and Supervisors	

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Minorities and women participated in the various NIH training programs during FY 1988. Many employee appraisal plans include an element of self-development and career enhancement training; however, this action item will continue to be implemented through 1989-1992.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: EMPLOYEE DEVELOPMENT

PROBLEM/BARRIER STATEMENT: Minority and female applicants for senior level positions are not being rated highly qualified based on systemic exclusion from the incentive awards system.

OBJECTIVE: Increase the number of minorities and women who are recipients of incentive awards.

RESPONSIBLE OFFICIAL: Director, DPM
TARGET DATE: March 1992 and annually

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Review performance recognition systems at the NIH and BID levels.	Assistant Director for Operations and Assistant Director for Policy and Evaluation, DPM	December 1989
2. Conduct study to determine if minorities and women are in fact systemically excluded from the incentive awards system at a statistically significant rate.	Assistant Director for Policy and Evaluation, DPM and Director, Office of Program Planning and Evaluation	September 1990
3. Based on the results of the study, prepare a report with recommendations for improving the rate (if indicated) of participation of minorities and women in employee recognition/incentive awards system.	Assistant Director for Operations, DPM Assistant Director for Policy and Evaluation, DPM	January 1991
4. Implement recommendations at the NIH and BID levels.	BID Directors	March 1992 and annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Above action items will continue through FY 1992.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: EMPLOYEE DEVELOPMENT

PROBLEM/BARRIER STATEMENT: In order for managers and supervisors to achieve their EEO objectives, specifically in the area of promotions and recruitment, a mechanism should be developed to explore those objectives.

OBJECTIVE: Ensure implementation and application of EEO principles by managers and supervisors, with emphasis on upward mobility and placement.

RESPONSIBLE OFFICIAL: BID Director
TARGET DATE: October 1989 and Annually

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Schedule visits with supervisors and managers to review opportunities for recruitment and promotion of minorities and women.	BID Directors BID EEO Officers	October 1989 and annually
2. Explore each area's mechanism to achieve EEO objectives.	BID Executive Officers BID EEO Officers	October 1989 and quarterly
3. Prepare annual reports of accomplishments in enhancing recruitment and placement efforts.	BID Directors	October 1989 and annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Some of the institutes have started to implement the above action items in conjunction with their annual AEP accomplishment report. Implementation will continue through FY 1989.

EEOC FORM 566 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: PROMOTIONS AND AWARDS

PROBLEM/BARRIER STATEMENT: Program officials are not uniformly applying criteria for promotions and awards to all groups. Women and minorities are not receiving promotions and awards at a rate equal to their counterparts, thereby limiting their mobility and marketability.

OBJECTIVE: To insure supervisors/managers are objective in the selections for promotions and awards, thereby increasing marketability of the EEO group members.

RESPONSIBLE OFFICIAL: Program Directors/Managers/Supervisors
TARGET DATE: 1988-1992

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Identify opportunities for promoting and/or awarding minority and female employees.	BID Directors BID EEO Officers	Annually
2. Recognize EEO group members for outstanding work performance.	BID Directors BID Managers and Supervisors	Continuously
3. Track the promotion/award process for trends that may adversely affect EEO groups.	BID EEO and Personnel Officers	Continuously

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

EEO training was conducted in several institutes during FY 1988, thereby informing managers and supervisors of EEO principles. Educational efforts will continue during FY 1989 and efforts to implement the above action items.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: EMPLOYEE TRAINING AND CAREER DEVELOPMENT ACTIVITIES

PROBLEM/BARRIER STATEMENT: The underutilization of the skills and abilities of minorities and women in the NIH work force.

OBJECTIVE: To ensure that minority and female employees in all grade levels and occupational series are given the opportunities to utilize their knowledge, skills, and abilities to the maximum potential.

RESPONSIBLE OFFICIAL: BID Directors
TARGET DATE: 9/30/89, 90, 91, and 92

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Continue the development of training and career initiatives to enhance the capabilities of minority and female employees.	BID Executive Officers Employee Development Specialists Personnel Officers Division/Office Directors Managers and Supervisors	Annually through 1992
2. Continue to provide guidance and counseling services to minorities and women.	BID Employee Development Specialists BID EEO Officers BID Personnel Officers	Annually through 1992
3. Monitor and evaluate training activities to determine the best possible source and availability of employees in the EEO groups having the required skills to meet the programmatic needs as well as time-in-grade.	BID EEO Officers Personnel Officers Executive Officers	Annually through 1992

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Action items will continue through 1992.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: EMPLOYEE DEVELOPMENT

PROBLEM/BARRIER STATEMENT: Many minorities and women do not qualify for the position of Health Scientist Administrator (HSA) at the GS 12-15 levels.

OBJECTIVE: To ensure that newly hired scientists with interest in becoming HSAs but who do not qualify, receive appropriate training and assistance in meeting the qualifications for the HSA series.

RESPONSIBLE OFFICIAL: Extramural Program Directors and Personnel Officers
TARGET DATE: June 1989-Ongoing

ACTION ITEMS:	**RESPONSIBLE OFFICIAL**	**TARGET DATE**
1. Identify prospective candidates.	BID EEO Officers and Personnel Officers	September 1989 and annually
2. Offer appropriate HSA related training.	BID Extramural Program Directors and Personnel Officers	Ongoing
3. Provide any necessary assistance in completing applications for HSA rating.	BID Extramural Program Directors and Personnel Officers	Ongoing

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Above action items will continue to be implemented during 1989.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: II. WORK FORCE

PROBLEM/BARRIER STATEMENT: Asian/Pacific Islander (A/PI) males are underrepresented in professional and administrative categories and in selected series.

OBJECTIVE: To overcome the manifest imbalance of A/PI males in series where there is underrepresentation.

RESPONSIBLE OFFICIAL: BID Personnel Officers, BID EEO Officers, NIH Managers and Supervisors

TARGET DATE: September 30, annually

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Increase the representation of A/PI males in the following series: a. Microbiologist - Entry level (GS-5-8) b. Nurse - All levels c. Medical Technologist - All levels d. Librarian - All levels e. Personnel Management Specialist - Entry and Mid levels f. Computer Specialist - Entry and Senior levels g. Administrative Officer - All levels h. Program Analyst - All levels	BID Personnel Officers BID EEO Officers Selecting Officials	September 30 annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. During FY 1988, the NIH continued to recruit A/PI males to targeted AEP series; however, there was no significant change in the overall representation. Outreach activities and recruitment efforts were accomplished through attendance at several national conferences and meetings throughout FY 1988.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: II. WORK FORCE (cont'd)

PROBLEM/BARRIER STATEMENT: Asian/Pacific Islander (A/PI) males are underrepresented in professional and administrative categories and in selected series.

OBJECTIVE: To overcome the manifest imbalance of A/PI males in series where there is underrepresentation.

RESPONSIBLE OFFICIAL: BID Personnel Officers, BID EEO Officers, NIH Managers and Supervisors
TARGET DATE: September 30, annually

ACTION ITEMS:	**RESPONSIBLE OFFICIAL**	**TARGET DATE**
i. General Business/Industry - All levels		
j. Contract/Procurement Specialist - All levels		
k. Technical Information Specialist - Entry and Senior levels		
2. Establish an expanded mailing list to include A/PI professional organizations. Circulate job vacancy announcements to them to recruit candidates at entry level.	BID Personnel Officers BID EEO Officers	September 30, annually
3. Recruit candidates from colleges and universities where there are A/PI graduates in series where there is under-representation at the entry level, e.g., microbiologist, computer specialist, contract/procurement specialist.	BID Personnel Officers BID EEO Officers Selecting Officials	September 30,

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

2. The DPM expanded the mailing list to include A/PI organizations. Job Vacancy announcements were distributed at national meetings and conferences.

3. Recruitment and outreach activities were accomplished through attendance at several national conferences, e.g. Career Symposium on Biomedical Research in Atlanta, Georgia.

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AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: II. WORK FORCE (cont'd)

PROBLEM/BARRIER STATEMENT: Asian/Pacific Islander (A/PI) males are underrepresented in professional and administrative categories and in selected series.

OBJECTIVE: To overcome the manifest imbalance of A/PI males in series where there is underrepresentation.

RESPONSIBLE OFFICIAL: BID Personnel Officers, BID EEO Officers, NIH Managers and Supervisors

TARGET DATE: September 30, annually

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
4. Encourage A/PI employees to apply for career developmental programs such as STRIDE, Management Intern, TDSP, and Career Curricula.	BID EEO Officers Managers and Supervisors	When programs are announced annually.
5. Communicate information on developmental assignments to all employees, including A/PI when opportunities occur.	BID EEO Officers Managers and Supervisors	Ongoing

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

4. & 5.
There was no change in the overall representation of A/PI males in the selected series during FY 1988. However, A/PIs were encouraged to apply for career development programs and developmental assignments. Information was communicated through the NIH Record and direct mailings.

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AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: II. WORK FORCE

PROBLEM/BARRIER STATEMENT: Asian/Pacific Islander (A/PI) females are underrepresented in certain major occupations listed below.

OBJECTIVE: To overcome the manifest imbalance of A/PI females in series where there is underrepresentation.

RESPONSIBLE OFFICIAL: BID Personnel Officers, BID EEO Officers, NIH Managers and Supervisors

TARGET DATE: September 30, annually

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Increase the representation of A/PI females in the following series: a. General Biologist - Entry level (GS-5-8) b. Microbiologist - Entry level c. Nurse - Senior level (GS-13-15) d. Medical Technologist - Mid level (GS-9-12) e. Librarian - Entry level f. Personnel Management Specialist - Entry and Senior levels g. Administrative Officer - Mid and Senior levels	BID Personnel Officers BID EEO Officers Selecting Officials	September 30, annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. During FY 1988, the NIH continued to recruit A/PI females in targeted AEP series; however, there was no significant change in the overall representation. Outreach activities and recruitment efforts were accomplished through attendance at several national conferences and meetings.

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AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: II. WORK FORCE (cont'd)

PROBLEM/BARRIER STATEMENT: Asian/Pacific Islander (A/PI) females are underrepresented in certain major occupations listed below.

OBJECTIVE: To overcome the manifest imbalance of A/PI females in series where there is underrepresentation.

RESPONSIBLE OFFICIAL: BID Personnel Officers, BID EEO Officers, NIH Managers and Supervisors

TARGET DATE: September 30, annually

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
h. General Business/Industry - Senior level		
i. Contract/Procurement Specialist - Entry and Senior levels		
j. Technical Information Specialist - Entry level		
k. Program Analyst - Entry and Senior levels		

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AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: II. WORK FORCE

PROBLEM/BARRIER STATEMENT: Asian/Pacific Islander (A/PI) females are underrepresented in the Technical category.

OBJECTIVE: To reduce the manifest imbalance of A/PI females in entry level Technical positions and underrepresentation in middle level Technical positions.

RESPONSIBLE OFFICIAL: BID Personnel Officers, BID EEO Officers, BID Management Officials

TARGET DATE: September 30, each fiscal year

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Increase the representation of A/PI males and females in entry level positions.	Selecting Officials	September 30, annually
2. Hire or promote A/PI females in series where there is no representation, e.g., biological lab technicians (entry and middle levels).	Selecting Officials	September 30, annually
3. Circulate job vacancy announcements to A/PI professional organizations and educational institutions with A/PI students.	BID Personnel Officers BID EEO Officers	September 30, annually
4. Communicate information on developmental assignments and career development programs such as STRIDE, TDSP, and Career Curricula, to A/PI groups and employees.	BID Personnel Officers BID EEO Officers Managers and Supervisors	September 30, annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. & 2. No significant change occurred during FY 1988. A/PI females continue to be underrepresented in the Technical entry level.

3. Job vacancy announcements were circulated through the NIH mailing list.

4. The DPM communicated information on developmental assignments and career development programs through mailings to all EEO Groups and articles in the NIH Record.

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AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: II. WORK FORCE

PROBLEM/BARRIER STATEMENT: Asian/Pacific Islander (A/PI) males and females are underrepresented in the Professional and Administrative categories of the Senior Executive Service (SES).

OBJECTIVE: To reduce the manifest imbalance of A/PI females in the Professional and Administrative categories and the A/PI males in the Administrative category of SES.

RESPONSIBLE OFFICIAL: NIH Selecting Officials, BID EEO Officers, BID Personnel Officers

TARGET DATE: September 30, annually

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Hire or promote A/PI females into the Administrative and Professional categories of the SES. Currently, there are none in these positions.	Managers and Supervisors	September 30, annually
2. Hire or promote A/PI males into the Administrative category of SES. Currently there are none in these positions.	Managers and Supervisors	September 30, annually
3. Circulate job vacancy announcements to A/PI professional organizations and A/PI Advisory Committee members.	BID Personnel Officers BID EEO Officers	September 30, annually
4. Encourage A/PI employees to participate in developmental assignments.	Managers and Supervisors	September 30, annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. & 2. There was no change in the representation of A/PI males and females in the SES.

3. & 4. Job vacancy announcements were circulated to various minority organizations and A/PI Advisory Committee members had access to all NIH announcements. Networking was initiated among A/PI Committee members and they began to encourage A/PI employees to participate in training courses and developmental assignments whenever opportunities were advertised.

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AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: II. WORK FORCE (cont'd)

PROBLEM/BARRIER STATEMENT: Asian/Pacific Islander (A/PI) males and females are underrepresented in the Professional and Administrative categories of the Senior Executive Service (SES).

OBJECTIVE: To reduce the manifest imbalance of A/PI females in the Professional and Administrative categories and the A/PI males in the Administrative category of SES.

RESPONSIBLE OFFICIAL: NIH Selecting Officials, BID EEO Officers, BID Personnel Officers

TARGET DATE: September 30, annually

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
5. Ensure that A/PIs as a minority group are included in special recruitment programs, exhibits, and NIH literature.	Director, DEO BID EEO Officers BID Personnel Officers	September 30, annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

5. Several BIDs have reviewed recruitment materials to ensure that A/PI are included in special recruitment brochures, exhibits and other literature.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: WORK FORCE

PROBLEM/BARRIER STATEMENT: In major occupational categories and series, conspicuous absence and manifest imbalance of women exist as detailed in the work force analyses.

OBJECTIVE: To increase the representation of women in GS/GM 13-15 positions.

RESPONSIBLE OFFICIAL: Director, DPM and Director, DEO
TARGET DATE: 1989 - 1992

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Numerical goals will be established through the NIH goal-setting process for all EEO groups where conspicuous absence and manifest imbalance exist.	Director, DPM Director, DEO	September 30, 1988 and yearly thereafter

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Numerical goals were established for women in senior level positions identified in the section entitled numerical objectives. Some gains were realized for nonminority females, however little progress was made in increasing the representation of minority females.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: WORK FORCE

PROBLEM/BARRIER STATEMENT: Analysis of grade band GS/GM 13-15 masks the marked decreases in representation of women at the GS/GM 14 and 15 levels. No comparative analysis of educational levels, years of service, and time in grade has been completed.

OBJECTIVE: To analyze representation of women in GS/GM 13-15 level positions by each grade level rather than grade bands and to compare educational levels, years of service, and time in grade for men and women at each grade level.

RESPONSIBLE OFFICIAL: Federal Women's Program Manager (FWPM)
TARGET DATE: 1989 - 1992

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Analyze representation, average educational levels, average years of service, and average time-in-grade for women and men each grade level.	FWPM	September 1989 and annually
2. Results of this analysis should be reported to BID Directors and BID EEO Officers.	FWPM	November 1989 and annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. Preliminary analyses have been conducted. Additional analyses will continue into FY 1989.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: IV. RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: Selecting Officials are not fully informed concerning their affirmative employment responsibilities for recruitment and hiring and are not fully aware of the extent of underrepresentation of women.

OBJECTIVE: To inform managers and supervisors of their responsibilities for affirmative employment and to provide information to them on areas where women are underrepresented.

RESPONSIBLE OFFICIAL:
TARGET DATE:

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Provide training for supervisors and managers which include affirmative employment responsibilities for recruitment and hiring.	Director, DEO BID Directors	September 30, 1988 and annually
2. Provide information to managers and supervisors on occupational categories and series where conspicuous absence and manifest imbalance of women by EEO groups exist.	BID EEO Officers	September 30, 1988 and annually
3. Involve managers in the development of recruitment strategies to increase the representation of women in GS/GM 13-15 positions.	BID EEO Officers BID Personnel Officers	September 30, 1988 and annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. Some BIDs report that AEP training has been provided for managers and supervisors.

2. Information has been shared with managers and supervisors on occupational categories and series where conspicuous absence and manifest imbalance for women exists.

3. Several BIDs report the involvement of managers and supervisors in development of recruitment strategies.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: IV. RECRUITMENT AND HIRING (Cont'd)

PROBLEM/BARRIER STATEMENT: Selecting Officials are not fully informed concerning their affirmative employment responsibilities for recruitment and hiring and are not fully aware of the extent of underrepresentation of women.

OBJECTIVE: To inform managers and supervisors of their responsibilities for affirmative employment and to provide information to them on areas where women are underrepresented.

RESPONSIBLE OFFICIAL:
TARGET DATE:

ACTION ITEMS:	**RESPONSIBLE OFFICIAL**	**TARGET DATE**
4. Encourage supervisors to utilize COTA and CO OP authorities to fill positions as mechanisms for increasing the representation of women in occupations where they are underrepresented.	BID EEO Officers BID Personnel Officers	September 30, 1988 and annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

4. BIDs are reported to be utilizing COTA and CO OP authorities to enhance the career the career development of women.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: IV. RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: There is a conspicuous absence or manifest imbalance of Native American, Hispanic, Black, and Asian women at the GS/GM 13-15 level of occupational categories and series as detailed in the work force analyses.

OBJECTIVE: To direct priority recruitment efforts at the GS/GM 13-15 level toward Native American, Hispanic, Black, and Asian women.

RESPONSIBLE OFFICIAL: NIH FWPM
TARGET DATE: 1989-1992

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Develop recruitment sources for Native American, Hispanic, Black, and Asian women and disseminate information to BIDs so that vacancy announcements can be directed to these sources.	NIH FWPM	September 1989
2. Develop a mechanism to establish, maintain and update a roster of NIH women in GS/GM 12-15 positions who qualify for positions in series where conspicuous absence or manifest imbalance of women exists; to identify relevant vacancies; and to encourage these women to apply for the identified, relevant vacancies.	NIH FWPM	September 1989
3. Monitor application and selection rate of women in GS/GM 13-15 positions.	NIH FWPM BID EEO Officers	September 1990

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Target dates have been extended to 1989 and 1990 when the FWPM position is filled.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: GS/GM 13-15 recruitment actions do not result in the selection of a sufficient number of women to reduce the conspicuous absence/manifest imbalance of women.

OBJECTIVE: To review recruitment and selection actions for GS/GM 13-15 positions.

RESPONSIBLE OFFICIAL:
TARGET DATE:

ACTION ITEMS:	**RESPONSIBLE OFFICIAL**	**TARGET DATE**
1. Develop a system to review all GS/GM 13-15 recruitment and selection actions including a mechanism for reporting this information to the NIH FWPM. The system will include: a. review and initial, by appropriate EEO staff of each GS/GM 13-15 vacancy announcement before it is released; b. review and initial, by appropriate EEO staff, of each GS/GM 13-15 panel of highly qualified applicants to determine if women are included. If no women are on the panel, all applications will be reviewed to determine if any applied; and c. review and initial, by appropriate EEO staff, of each GS/GM 13-15 panel after the selection.	Director, DEO Director, DPM	December 1989
2. Encourage managers to announce senior level positions at two-grade levels, e.g., 13/14 or 14/15, to enable more eligible women to apply.	BID EEO Officers BID Personnel Officers	December 1989

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Action items have not been initiated. Target dates have been set for 1989.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: EMPLOYEE DEVELOPMENT

PROBLEM/BARRIER STATEMENT: Informal mentoring relationships are not prevalent for women because there are few women in high-level positions to provide such mentoring.

OBJECTIVE: To evaluate the NIH Career Enhancement Network (CEN), and to develop and implement recommendations for improvement.

RESPONSIBLE OFFICIAL: NIH Federal Women's Program Manager (FWPM)
TARGET DATE: August 1989

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Review evaluation of CEN and develop recommendations for improvement through participatory workshops with providers and users.	NIH FWPM	May 31, 1989
2. Prepare report of evaluation with recommendations.		July 31, 1989

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

An evaluation was performed by an outside company in 1988. The report was submitted to the FWPM. The current status of the CEN is that its list of mentors is being updated in preparation for republicizing availability of the CEN. Initial versions of Dbase programs have been written to facilitate tracking of CEN use.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: V. EMPLOYEE DEVELOPMENT

PROBLEM/BARRIER STATEMENT: Appropriate management training for women is inadequate.

OBJECTIVE: To expand management training programs and management training options.

RESPONSIBLE OFFICIAL: Director, DPM
TARGET DATE: 1989-1992

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Refine mechanisms to provide information to eligible women concerning all management training programs.	Assistant Director for Training and Development, DPM	September 1989
2. Evaluate results of participation of women in existing management training programs 1/ and utilize resulting data to develop and implement recommendations to improve, enlarge, or alter programs.	Assistant Director for Training and Development, DPM	December 1990
3. Provide information to supervisors concerning management training programs to seek their support when their employees apply, are selected, and develop training assignments and to gain their support to provide meaningful training assignments for other employees. This information should be provided in supervisory training and in dissemination of information about programs.	Assistant Director for Training and Development, DPM	March 1990
1/ Including DHHS Women's Management Training Initiative, OPM Women's Executive Leadership Program, OPM Mid-level Executive Training Program, and NIH Management Intern Program.		

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

The 1988 Management Intern Program was extremely well advertised. However, the programs specifically for women were not well publicized. Efforts to improve publicity will continue during 1989. Target dates are extended to 1990.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: V. EMPLOYEE DEVELOPMENT

PROBLEM/BARRIER STATEMENT: Women employees and supervisors are not fully aware of all employee training opportunities.

OBJECTIVE: To increase the awareness of employees and supervisors concerning employee development and training programs and opportunities.

RESPONSIBLE OFFICIAL:
TARGET DATE:

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Include employee development plans as part of the performance planning process.	Director, DPM BID Personnel Officers	
2. Ascertain extent and results of participation of women in employee development programs, including STRIDE, Career Curricula Program, Training and Development and Services Program, Adult Education and Apprenticeship Program.	FWPM	September 1989
3. Include information on training programs and courses and on supervisory responsibility for employee development in supervisory training.	Director, DPM	December 1989

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Action items will be extended through December 1989.

EEOC FORM 566 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: PROMOTIONS

PROBLEM/BARRIER STATEMENT: Performance appraisal ratings and awards affect consideration of women for competitive and noncompetitive promotion.

OBJECTIVE: Analyze performance appraisal ratings and awards by gender to ascertain any differences which could affect promotion rates.

RESPONSIBLE OFFICIAL:
TARGET DATE:

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Analyze promotions above GS-12 level by grade level, gender, and EEO group. Analyze competitive and noncompetitive promotions separately.	FWPM	January 31, 1990 and annually
2. Analyze merit pay ratings, by gender, beginning with 1982 through 1987 ratings.	Director, DPM	March 31, 1990 and annually
3. Analyze EPMS ratings, by gender, beginning with 1988 ratings.	Director, DPM	June 30, 1990 and annually
4. Results of above analyses should be reported to Director, DEO and EEO Officials.	FWPM and Director, DPM	

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Action items have been extended to 1990.

EEOC FORM 566 (8/8?)

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: PROMOTIONS

PROBLEM/BARRIER STATEMENT: The nonselection of highly qualified Black candidates for positions throughout the NIH. No strategies, programs, and/or initiatives launched to address this problem.

OBJECTIVE: To ensure supervisors and managers are objective in their selections, thereby increasing the number of Blacks being selected.

RESPONSIBLE OFFICIAL: BID Directors
TARGET DATE: September 1988 and annually

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Encourage Black employees to apply for career development programs and accept developmental assignments, which lead to employment opportunities.	Supervisors, Managers BID Personnel and EEO Officers	Ongoing
2. Establish goals at the BID level for promotion and/or selection of Black candidates.	BID Directors	September 1988 and annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. Several BIDs report that they have encouraged Black employees to participate in career development programs and development assignments.

2. This action item has not been fully implemented at the BID level; follow-up will be done during FY 1989.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: ORGANIZATION AND RESOURCES

PROBLEM/BARRIER STATEMENT: The non-establishment of a Black Program Manager position within the Division of Equal Opportunity.

OBJECTIVE: To hire a Black Program Manager who will immediately take steps to implement an effective Black employment program.

RESPONSIBLE OFFICIAL: Director, DEO
TARGET DATE: March 1989

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Seek and obtain approval of the concept from NIH Director and allocation of an FTE.	Director, DEO	September 1988
2. Announce vacant position and circulate announcement to appropriate sources.	OD Personnel Office Chief, Equal Opportunity Branch, DEO	October 1988
3. Develop list of eligibles.	OD Personnel Office	November 1988
4. Interview and make selection.	Chief, Equal Opportunity Branch, DEO	December 1988

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

Action items 1, 2, and 3 have been accomplished to date. Certificate of eligibles was forwarded by OD Personnel Office to selecting official on February 28.

4. An interview panel was convened and conducted interviews of all highly qualified individuals by March 27. Referrals of the top 5 candidates were made. Selecting Official will conduct interviews and make final selection by March 15. Candidate should be on post by April 24.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT, HIRING, AND CONVERSIONS

PROBLEM/BARRIER STATEMENT: Non-support of Blacks in the scientific research community and retention of these Black professionals, i.e., no Black staff fellow conversion during the past 6 years at the NIH.

OBJECTIVE: To immediately take steps to sensitize and orient the BID Scientific Directors regarding the Agency's commitment to affirmative employment and to tenure Black staff fellows.

RESPONSIBLE OFFICIAL: Deputy Director for Intramural Research and Training
TARGET DATE: September 1988 & ongoing

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Concentrate efforts to recruit Black Ph.D. and M.D. graduates from historically Black colleges and universities and majority institutions into the Service Fellowship Program.	Director, DEO Director, DPM BID Scientific Directors BID Lab and Branch Chiefs	September 1988 and ongoing
2. Conduct manager awareness training in EEO and affirmative employment, with emphasis on relating importance of Supreme Court decisions.	Director, DEO	December 1988 and annually
3. Establish goals to tenure Black staff fellows.	BID Scientific Directors	July 1988 and annually
4. Increase the percent of Blacks participating in the Staff Fellows Program.	BID Scientific Directors	July 1989

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. 2. Due to a changes in leadership and a hiring freeze, the DPM and DEO, have not had the opportunity to implement these action items; nevertheless, preliminary planning has been initiated and follow up action will be implemented in FY 1989.

3. FY 1988 goals were established to convert Black staff fellows to tenured scientific positions. During FY 1988, 3 Black staff fellows were converted to permanent GS or GM positions.

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AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT, HIRING, AND CONVERSIONS

PROBLEM/BARRIER STATEMENT: Non-support of Blacks in the scientific research community and retention of these Black professionals, i.e., no Black staff fellow conversion during the past 6 years at the NIH.

OBJECTIVE: To immediately take steps to sensitize and orient the BID Scientific Directors regarding the Agency's commitment to affirmative employment and to tenure Black staff fellows.

RESPONSIBLE OFFICIAL: Deputy Director for Intramural Research and Training
TARGET DATE: September 1988 & ongoing

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
5. Conduct exit interviews with Black staff fellows to ascertain why they are not staying at NIH.	Director, DPM BID Personnel and EEO Officers	July 1988 and annually
6. Continue and complete study concerning the retention/tenure of Black, Hispanic, and Native American scientists who participate in the Service Fellowship Program and develop recommendations to address this problem.	Associate Director for Science Policy and Legislation	June 1989

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

4. Between September 1987 and September 1988, the number of Black staff fellow increased from 27 (2.9%) to 29 (3.1%).

6. Although these action items have not been completed, preliminary meeting and planning has been accomplished and follow up will be implemented in FY 1989.

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AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: WORK FORCE

PROBLEM/BARRIER STATEMENT: Conspicuous absence of some EEO group members exists in some major employment categories as indicated below.

OBJECTIVE: To reduce the conspicuous absence of the affected EEO groups.

RESPONSIBLE OFFICIAL: BID Directors, BID Personnel and EEO Officers
TARGET DATE:

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Ensure the establishment and implementation of activities to increase the number of targeted occupations over the next five years, in the Professional, Administrative and Technical series.	BID Directors BID Personnel Officers	September 30, 1988 and ongoing
A. Priority recruitment and placement efforts will be made for Hispanic and Native American males and females.	BID EEO Officers BID Personnel Officers	September 30, 1988 and ongoing
B. Require BID personnel offices to work more closely with selecting officials to provide alternative methods for filling vacancies. This could include job restructuring to provide more entry-level opportunities and a more extensive use of the Department's Career Opportunities Training Agreement.	BID EEO Officers BID Personnel Officers	September 30, 1988 and ongoing

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1A. The NIH has entered into an agreement with the United South and Eastern Tribes, Inc. to employ Native American students during the summer month under the Job Training Partnership Act (JTPA) During FY-88 55 students participated in the various NIH BIDs.

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AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: WORK FORCE (Cont'd)

PROBLEM/BARRIER STATEMENT: Conspicuous absence of some EEO group members exists in some major employment categories as indicated below.

OBJECTIVE: To reduce the conspicuous absence of the affected EEO groups.

RESPONSIBLE OFFICIAL: BID Directors, BID Personnel and EEO Officers
TARGET DATE:

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
C. Make selecting officials aware of NIH and BID recruitment targets by requiring that all selection Certificates (Best Qualified List) identify the position being filled as a AEP target occupation and indicate that there is a severe underrepresentation of specific target group members for this occupation. For AEP target occupations, require that all applicants who make the Best Qualified List be interviewed and if a target group member is not selected, reasons for nonselection should be documented on the Best Qualified List by the selecting official and approved by the supervisor.	BID Personnel Officers	September 30, 1988 and ongoing

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1B., C. Due to changes in leadership not all BIDs have been able to accomplish these action items, however preliminary discussions have been held and are scheduled to be followed up in FY-89.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: WORK FORCE (Cont'd)

PROBLEM/BARRIER STATEMENT: Conspicuous absence of some EEO group members exists in some major employment categories as indicated below.

OBJECTIVE: To reduce the conspicuous absence of the affected EEO groups.

RESPONSIBLE OFFICIAL: BID Directors, BID Personnel and EEO Officers
TARGET DATE:

ACTION ITEMS:	**RESPONSIBLE OFFICIAL**	**TARGET DATE**
D. Develop and present on bi-annual basis, management seminars that emphasize managerial responsibility for Affirmative Employment Program (AEP) and require BIDs to develop internal procedures that will track and hold managers and supervisors accountable for AEP efforts. Emphasize, through the issuance of top management statements, management's commitment to AEP and the recruitment of Hispanics and Native Americans.	BID Directors BID Personnel Officers	September 30, 1988 and bi-annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1D. Some BIDs report that they have initiated these action items; others report that preliminary discussions have been held and are scheduled to be followed up in FY-89.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING

PROBLEM/BARRIER STATEMENT: Agency recruitment procedures/practices do not attract a attract a pool of applicants for groups who evidence a conspicuous absence in several occupational categories.

OBJECTIVE: Increase the representation and utilization of Native Americans and Hispanics in the NIH through recruitment, promotion, and retention.

RESPONSIBLE OFFICIAL: BID Director, BID Personnel Officers
TARGET DATE: 9/30/88, 89, 90, 91, 92

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
1. Ensure the development and implementation of external recruitment activities to increase over the next five years.	Director, DPM	September 30, 1988 and ongoing
2. Review recruitment practices, methods, and procedures utilized to increase the representation of Hispanics and Native Americans.	Director, DEO HEPM	September 30, 1988 and ongoing

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

1. During FY 1988, the NIH Hispanic Employment Program Manager attended various conferences where Hispanic students were represented. From October 28 to 31, attended the annual conference of the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS) held at the University of Texas, El Paso, Texas. Provided the students with information about the various training opportunities at the NIH.

   Attended the InterAmerican College of Physicians and Surgeons Annual Conference and provided interested students and faculty with information about training opportunities at the NIH.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING (Cont'd)

PROBLEM/BARRIER STATEMENT: Agency recruitment procedures/practices do not attract a attract a pool of applicants for groups who evidence a conspicuous absence in several occupational categories.

OBJECTIVE: Increase the representation and utilization of Native Americans and Hispanics in the NIH through recruitment, promotion, and retention.

RESPONSIBLE OFFICIAL: BID Director, BID Personnel Officers
TARGET DATE: 9/30/88, 89, 90, 91, 92

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
3. Establish at the NIH level, a coordinated recruitment program which will be directed towards recruitment in those areas where Hispanics and Native Americans are located. This program should 1) identify qualified Hispanic and Native American candidates who can increase the applicant pool for positions that are common throughout NIH; 2) serve as a clearinghouse and central focal point for viable recruitment sources and coordination of recruitment trips for common occupations; and 3) establish networking systems between BIDs to share recruitment information and applications.	Director, DPM	September 30, 1988 and ongoing

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

3. The NIH has developed a comprehensive FEORP plan that identifies recruitment strategies to eliminate the severe underrepresentation of Hispanics and Native Americans.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING (Cont'd)

PROBLEM/BARRIER STATEMENT: Agency recruitment procedures/practices do not attract a attract a pool of applicants for groups who evidence a conspicuous absence in several occupational categories.

OBJECTIVE: Increase the representation and utilization of Native Americans and Hispanics in the NIH through recruitment, promotion, and retention.

RESPONSIBLE OFFICIAL: BID Director, BID Personnel Officers
TARGET DATE: 9/30/88, 89, 90, 91, 92

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
4. Require BID personnel offices to document in the merit promotion file for target positions the organizations contacted and other recruitment efforts made to recruit Hispanics and Native Americans to ensure that a concerted effort is being made to attract them.	BID Executive Officers	September 30, 1988 and ongoing
5. Encourage managers and supervisors to recruit and hire applicants outside of the local commuting area. Hold managers accountable for meeting AEP objectives. This may serve as an incentive to recruit outside of the NIH local commuting area.	BID Directors BID Executive Officers	September 30, 1988 and ongoing

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

4 & 5. Preliminary discussions have been held with BID Directors and Executive Officers (April, 1988) concerning accomplishment of these actions. Follow up will continue during FY 1989.

EEOC FORM 568 (8/87)

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

ACCOMPLISHMENT REPORT OF OBJECTIVES AND ACTION ITEMS

PROGRAM ELEMENT: RECRUITMENT AND HIRING (Cont'd)

PROBLEM/BARRIER STATEMENT: Agency recruitment procedures/practices do not attract a attract a pool of applicants for groups who evidence a conspicuous absence in several occupational categories.

OBJECTIVE: Increase the representation and utilization of Native Americans and Hispanics in the NIH through recruitment, promotion, and retention.

RESPONSIBLE OFFICIAL: BID Director, BID Personnel Officers
TARGET DATE: 9/30/88, 89, 90, 91, 92

ACTION ITEMS:	RESPONSIBLE OFFICIAL	TARGET DATE
6. Require at least eight hours per year of EEO training for individuals in supervisory positions. Increase the number of the EEO refresher courses and other training activities for managers and supervisors that will increase their sensitivity to Native Americans and increase their understanding of cultural differences.	BID Directors BID Executive Officers	September 30, 1988 and bi-annually
7. Continually monitor and evaluate BID efforts to increase Hispanic and Native American representation in grant and contract peer review groups, committees, task forces, and councils to enhance exposure and increase contacts in appropriate committees.	Director, DEO HEPM	September 30, 1988 and bi-annually

REPORT ON ACCOMPLISHMENT OF OBJECTIVE:

6 & 7. Due to a change in leadership and hiring freeze the DEO has not had the opportunity to implement these action items; nevertheless, preliminary planning has been initiated and follow-up action will be implemented in FY 1989.

EEOC FORM 568 (8/87)

FY 1989 Accomplishment Report

Noteworthy Activities/Initiatives

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

NOTEWORTHY INITIATIVES

LIST NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN IMPROVING EMPLOYMENT AND PROMOTIONAL OPPORTUNITIES FOR MINORITIES AND WOMEN.

A. AEP Targeted Recruitment Efforts to Attract Minority and Female Candidates

Attended several national conferences and meetings to discuss employment and research training opportunities at the NIH. Examples of these meetings are:

MARC - Minority Access to Research Careers Symposium
MBRS - Minority Biomedical Research Support Program Annual Symposium
SACNAS - Society for the Advancement of Chicanos and Native Americans in Science Annual Meeting
NMA - National Medical Association Annual Meeting
NAMME - National Association of Minority Medical Educators Annual Meeting
AMHPS - Association of Minority Health Professions Schools Career Symposium
AAMC - Association of American Medical Colleges Annual Meeting
NIS - National Institute of Science Annual Meeting
AMSA - American Medical Students Association Annual Meeting
ICPS - InterAmerican College of Physicians and Surgeons
BIG - Blacks In Government Annual Training Conference

B. Strengthening the Pool of Minority Biomedical Researchers

Established and strengthened research and research training opportunities for minority scientists and minority biomedical students. Examples of these programmatic efforts are:

1. Provision of financial support to the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS), conference, January 18 to 21, 1989, held at San Jose State University, San Jose, California, contributing a grant of $152,373.00 and sponsoring approximately 250 students to attend the conference. As a result, several students were given the opportunity to present research papers, participate in scientific exhibits, and interchange with NIH scientists. Students were also able to exchange information and interact with students and from other universities.

2. Sponsorship of a symposium career opportunities in the biomedical sciences for Native Americans to be held at the Sheraton Phoenix Hotel, Phoenix, Arizona, April 23 to 25. The Native American students will have the opportunity to learn about the NIH research and research training programs and to interact with NIH scientists.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

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3. "**Minority Participation in Biomedical Research**," NIAMS announcement to stimulate research on both acute and chronic diseases in minority populations.

4. "**Clinical and Epidemiological Research on Minority Populations of the United States**," NIAMS announcement to solicit applications for research in the area of clinical and epidemiologic studies on minority populations of the United States.

5. Minority Access to Research Careers Training Grants.

6. Minority Biomedical Research Support Program.

7. Research Careers in Minority Institutions Grants Program.

8. Minority Investigator Research Supplement/Enhancement Awards.

9. Minority Travel Awards.

10. Summer Research Fellowship Program, Clinical Center.

11. Student Research Training Program, NCI.

12. Introduction to Biomedical Research Program, NIAID.

C. Career Development Activities to Enhance Internal Movement of Employees

Several BIDs report using the Career Opportunities Training Agreement (COTA) to effect career change and advancement for minorities and women.

Eleven NIH women successfully competed for and participated in the Women's Management Training Initiative during FY 1988.

Two NIH women participated in the OPM Women's Executive Leadership Program during FY 1988.

Established an Executive Development Training Program for senior level staff in the National Heart, Lung, and Blood Institute.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

NOTEWORTHY INITIATIVES

LIST NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN IMPROVING EMPLOYMENT AND PROMOTIONAL OPPORTUNITIES FOR MINORITIES AND WOMEN.

Reannounced the NIH Stride and Career Curricular Programs, with special recruitment efforts targeted for minorities and females.

Placed two nonminority females in the NCI Administrative Career Development Program.

Established an NCI Personnel Management Branch Intern Program to train/prepare individuals for careers as personnel management specialists.

D. Significant Hires/Appointments

Appointed an eminent Black scientist to the position of Deputy Director of the National Institute of General Medical Sciences.

Appointed a Black female in the SES as Acting Director of the Division of Blood Diseases and Resources, NHLBI.

Appointed a nonminority female Expert to serve as Coordinator of NHLBI AIDS activities.

Appointed a nonminority female to serve as special assistant to the Director, Fogarty International Center.

Converted three (3) Black staff fellows and one (1) Hispanic staff fellow to tenured scientific positions.

Converted a Black female Expert Medical Officer to a permanent position in the NCI.

E. Other Actions

1. In an effort to arrive at solutions to problem areas identified through program analysis, DEO staff met with Special Examiner, Office of the Special Examiner, NIH, and learned that the Health Scientist Administrators Panel of Rating Examiners had limited minority representation. DEO provided a listing of minority Health Scientist Administrators and provided the CV's of five senior Hispanic HSAs. As a result, the panel now has several minority Health Scientists Administrators.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

NOTEWORTHY INITIATIVES

LIST NOTEWORTHY ACTIVITIES/INITIATIVES WHICH HAVE BEEN SUCCESSFUL IN IMPROVING EMPLOYMENT AND PROMOTIONAL OPPORTUNITIES FOR MINORITIES AND WOMEN.

2. The first meeting of the newly established NIH Asian/Pacific Islander American Advisory Committee (A/PIAAC) was held on September 21, 1988. The purpose of this committee is to advise the Director, DEO, through the Asian Program Manager, on matters concerning equal opportunity and affirmative action for Asian/Pacific Islander Americans, thereby providing a communication channel between employees and NIH management. The committee is comprised of representatives from the NIH BIDs and meets on a monthly basis. Meetings are open to all interested NIH employees. Input for the NIH Affirmative Employment Program has been solicited from this committee.

3. Created position of Black Employment Program Manager in DEO. Black Employment Manager is expected to initiate special programs and outreach efforts to increase applicant pool.

EEOC FORM 566 (8/87)

FY 1989 Accomplishment Report

Work Force Analysis

- Change in EEO Work Force 1987-1988
- Comparison of Work Force With CLF

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

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WORK FORCE ANALYSIS

COMPARISON OF MINORITIES AND WOMEN

I. **TOTAL PERMANENT WORK FORCE** (FY 9/85, 9/86, 9/87, & 9/88)

During the past four fiscal years, the NIH employed, on a permanent basis: in 1985, approximately 11,145 employees--4,796 (43%) were male and 6,349 (56.9%) were female; in 1986, approximately 10,878 employees--4,673(42.9%) were male and 6,205 (57.2%) were female; in 1987, approximately 11,050 employees--4,596 (41.6%) were male and 6,454 (58.4%) were female, and in 1988, approximately 11,435 employees-- 4,666 (40.8%) were male and 6769 (59.2%) were female.

In 1985, Blacks represented 23.5% (2,615) of the permanent work force; 1,190 (10.7%) were male and 1,425 (12.8%) were female. In 1986, Blacks represented 22.9% (2,492) of the permanent work force; 1,114 (10.2%) were male and 1,378 (12.7%) were female. In 1987, Blacks represented 22.7% (2,513) of the permanent work force; 1,061 (9.6%) were male and 1,452 (13.1%) were female. In 1988, Blacks represented 23.0% (2,631) of the permanent work force; 1,075 (9.4%) are male and 1,556 (13.6%) are female.

In 1985, Hispanics represented 0.8% (92) of the permanent work force; 38 (0.3%) were male and 54 (0.5%) were female. In 1986, Hispanics represented 1.0% (106) of the permanent work force; 40 (0.4%) were male and 66 (0.6%) were female. In 1987, Hispanics represented 1.1% (117) of the permanent work force; 45 (0.4%) were male and 72 (0.7%) were female. In 1988, Hispanics represented 1.2% (135) of the permanent work force; 51 (0.4%) are male and 84 (0.7%) are female.

In 1985, Asians represented 2.5% (285) of the permanent work force; 114 (1.0%) were male and 171 (1.5%) were female. In 1986, Asians represented 2.7% (298) of the permanent work force; 121 (1.1%) were male and 177 (1.6%) were female. In 1987, Asians represented 3.0% (334) of the permanent work force; 136 (1.2%) were male and 198 (1.8%) were female. In 1988, Asians represented 3.3% (379) of the permanent work force; 150 (1.3%) are male and 229 (2.0%) are female.

In 1985, Native Americans represented 0.2% (20) of the permanent work force; 6 (0.1%) were male and 14 (0.1%) were female. In 1986, Native Americans represented 0.34% (19) of the permanent work force; 5 (<0.01%) were male and 14 (0.1%) were female. In 1987, Native Americans represented 0.2% (23) of the permanent work force; 6 (0.1%) were male and 17 (0.2%) were female. In 1988, Native Americans represented 0.2% (26) of the permanent work force; 6 (0.1%) are male and 20 (0.2%) are female.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

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WORK FORCE ANALYSIS

COMPARISON OF MINORITIES AND WOMEN
as of
9/85, 9/86, 9/87, & 9/88

In 1985, nonminorities represented 72.9% (8,133) of the permanent work force; 3,448 (30.9%) were male and 4,685 (42.0%) were female. In 1986, nonminorities represented 73.2% (7,963) of the permanent work force; 3,393 (31.2%) were male and 4,570 (42.0%) were female. In 1987, nonminorities represented 73.0% (8,063) of the permanent work force; 3,348 (30.3%) were male and 4,715 (42.7%) were female. In 1988, nonminorities represented 72.3% (8,262) of the permanent work force; 3,383 (29.6%) are male and 4,879 (42.7%) are female.

II. **PATCOB PROFILE**

Professional

Over the past four years, there has been a slight increase (424) in the number of employees in the professional category from 3,166 in 1985 to 3,590 in 1988.

There was a total of 1,434 (45.3%) males in 1985 and total of 1,542 (43.0%) males in 1988; and a total of 1,732 (54.7%) females in 1985 and a total of 2,048 (57.0%) females in 1988 in the professional category.

There has been a slight increase (0.8%) in the representation of nonminority females from 46.9% (1,484) in 1985 to 47.7% 1,714 in 1988. There was also a slight decrease (2.4%) in the total of males from 39.5% (1,250) in 1985 to 37.1% (1,331) in 1988 in the professional category.

There has been a slight increase (0.6 percentage points) in the representation of Black females, from 3.6% (114) in 1985 to 4.2% (151) in 1988. The representation of Black males slightly declined (0.2 percentage points) from 2.5% (80) in 1985 to 2.3% (83) in 1988 in the professional category.

The representation of Hispanic females increased slightly (0.4 percentage points) from 0.8% (25) in 1985 to 1.2% (42) in 1988. Hispanic male representation increased by 0.2 percentage points, from 0.5% (16) in 1985 to 0.7% (25) in 1988 in the professional category.

There was a slight increase in the representation of Native American females, from 0.1% (2) in 1985 to 0.1% (3) in 1988. There was no change in the representation (0.3%) 1 of Native American males.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

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WORK FORCE ANALYSIS

COMPARISON OF MINORITIES AND WOMEN
as of
9/85, 9/86/ 9/87/ & 9/88

Asian female representation increased 0.4 percentage points, from 3.4% (107) in 1985 to 3.8% (138) in 1988. Asian male representation increased 0.2 percentage points, from 2.7% (87) in 1985 to 2.8% (102) in 1988.

Administrative

Over the past four years, there has been a slight increase (151) in the number of employees in the administrative category, from 1,857 in 1985 to 2,008 in 1988.

The representation of nonminority females increased slightly (2.0 percentage points), from 48.4% (898) in 1985 to 50.9% (1,023) in 1988. The representation of nonminority males slightly declined by 3.7 percentage points, from 32.8% (609) in 1985 to 29.1% (585) in 1988 for the administrative cagetory.

There was a slight increase (0.8 percentage points) in the representation of Black females, from 8.8% (163) in 1985 to 9.6% (193) in 1988. There was a slight decline (0.4 percentage points) in the representation of Black males from 7.9% (147) in 1985 to 7.5% (150) in 1988 for this category.

There was a slight increase (0.3 percentage points) in the representation of Hispanic females from 0.1% (2) in 1985 to 0.4% (8) in 1988. There was also an increase in the representation of Hispanic males from 0.4% (7) in 1985 to 0.4% (9) in 1988 in the administrative category.

The representation of Native American females increased by 1 from 0 in 1985 to 0.1% (1) in 1988. There was no change for Native American males (1) in the administrative category.

Asian female representation increased slightly (0.2 percentage points) from 1.3% (25) in 1985 to 1.5% (31) in 1988. Asian male representation increased by 2 from 0.3% (5) in 1985 to 0.3% (7) in 1988.

Technical

Over the past four years, there has been a 35.6% increase in the number of employees in the technical category, from 1,333 in 1985 to 1,865 in 1988.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

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WORK FORCE ANALYSIS

COMPARISON OF MINORITIES AND WOMEN
as of
9/85, 9/86/ 9/87/ & 9/88

The representation of nonminority females increased from (32.1%) 428 in 1985 to (44.3%) 827 in 1988. Nonminority male representation declined 7.1%, from 20.9% (278) in 1985 to 13.8% (258) in 1988 in the technical category.

There was an increase in the representation of the total for Black females, from (25.0%) 333 in 1985 to (24.6%) 459 in 1988. The representation of Black males increased from (19.4%) 258 in 1985 to (14.2%) 264 in 1988.

There was a slight increase in the representation of Hispanic females, from (0.6%) 8 in 1985 to (0.6%) 12 in 1988. The representation of Hispanic males remained the same (0.4%) 5 in 1985 to (0.4%) 5 in 1988.

The representation of Native American females increased by 2, from (0.3%) 4 in 1985 to (0.3%) 6 in 1988. There was no change for Native American males.

There was an increase by 0.1% in the representation of Asian females, from (1.1%) 14 in 1985 to (1.0%) 18 in 1988. Asian males increased by 0.4% from 4 (0.3%) in 1985 to 13 (0.7%) in 1988.

Clerical

Over the past four years, there has been a decrease in the total number of employees in the clerical category from 2,481 in 1985 to 1,885 in 1988.

There has been a decline in the representation of nonminority females, from 1,175 (69%) in 1985 to 1,123 (59.6%) in 1988. Nonminority male representation increased by 0.7% from 89 (3.6%) in 1985 to a total of 81 (4.3%) in 1988.

There has been a increase in the representation of Black females, from 542 (21.8) in 1985 to 533 (28.3%) in 1988. The representation of Black males has decreased, from 94 (3.8%) in 1985 to 83 (4.4%) in 1988.

There was a slight increase in the representation of Hispanic males, from 0 in 1985 to 2 (0.1%) in 1988. The representation of Hispanic females increased 0.2% from 15 (0.6%) in 1985 to 16 (0.8%) in 1988.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

==========

WORK FORCE ANALYSIS

COMPARISON OF MINORITIES AND WOMEN
as of
9/85, 9/86/ 9/87/ & 9/88

The representation of Native American females decreased from 7 (0.3%) in 1985 to 6 (0.3%) in 1988. The representation of Native American males remained unchanged (0).

There was a slight increase for Asian females, from 20 (0.8%) in 1985 to 35 (1.9%) in 1988. The representation of Asian males increased from 1 (0.1%) in 1985 to 6 (0.3%) in 1988.

Other

Over the past four years there has been an increase in the number of employees in in the Other category from 139 employees in 1985 to 170 employees in 1988.

There was a slight increase 1.3% in the representation of minority females from 19 (13.7%) in 1985 to 31 (18.2%) in 1988. The representation of nonminority males increased from 50 (36.0%) in 1985 to 62 (36.5%) in 1988.

There was a decline in the representation of Black females, from 16 (11.5%) in 1985 to 12 (7.1%) in 1988. The representation of Black males increased from 48 (34.5%) in 1985 to 55 (32.4%) in 1988.

Blue Collar (Wage Grade)

Over the past four years, there has been a decrease in the total of employees in wage grade positions, from 1,269 in 1985 to 1,040 in 1988.

The representation of nonminority males decreased from a total of 450 in 1985 to a total of 408 in 1988. There was a slight decrease in the representation of non-minority females, from a total of 16 in 1985 to a total of 11 in 1988.

The representation of Black males decreased from a total of 548 in 1985 to a total of 424 in 1988. The representation of Black females decreased from a total of 243 243 in 1985 to a total of 180 in 1988.

The representation of Hispanic males decreased by 1, from 7 in 1985 to 6 in 1988. There was no change in the representation of Hispanic females (0).

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

==========

WORK FORCE ANALYSIS

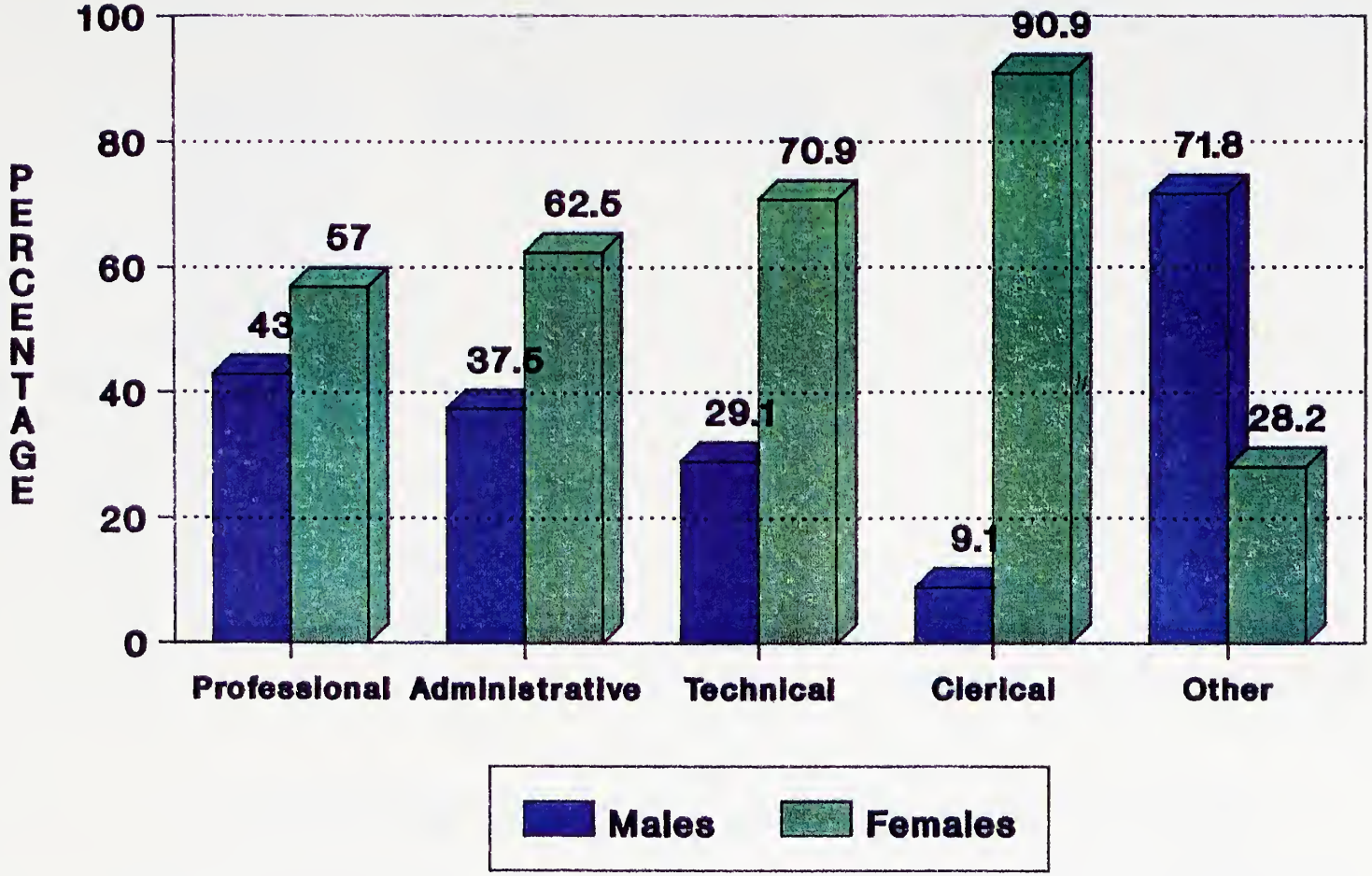
COMPARISON OF MINORITIES AND WOMEN
as of
9/85, 9/86/ 9/87/ & 9/88

The representation of Native American males (2) and females (1) remained unchanged.

The representation of Asian males remained unchanged from 2 in 1985 to 2 in 1988 There was no change in the representation of Asian females (0).

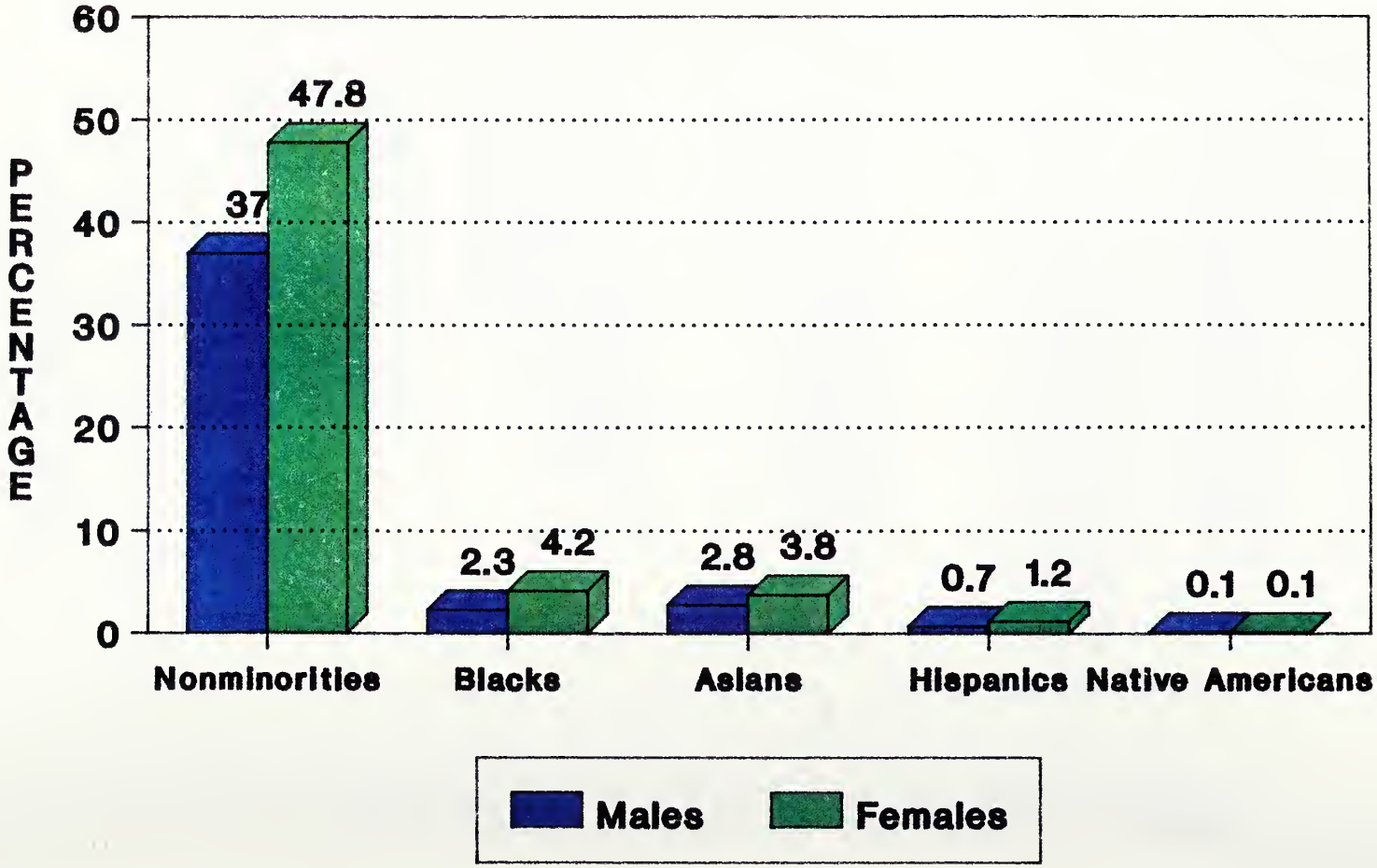
EEOC FORM 566 (8/87)

NIH EMPLOYMENT BY PATCO CATEGORY & Gender Group-October 1988



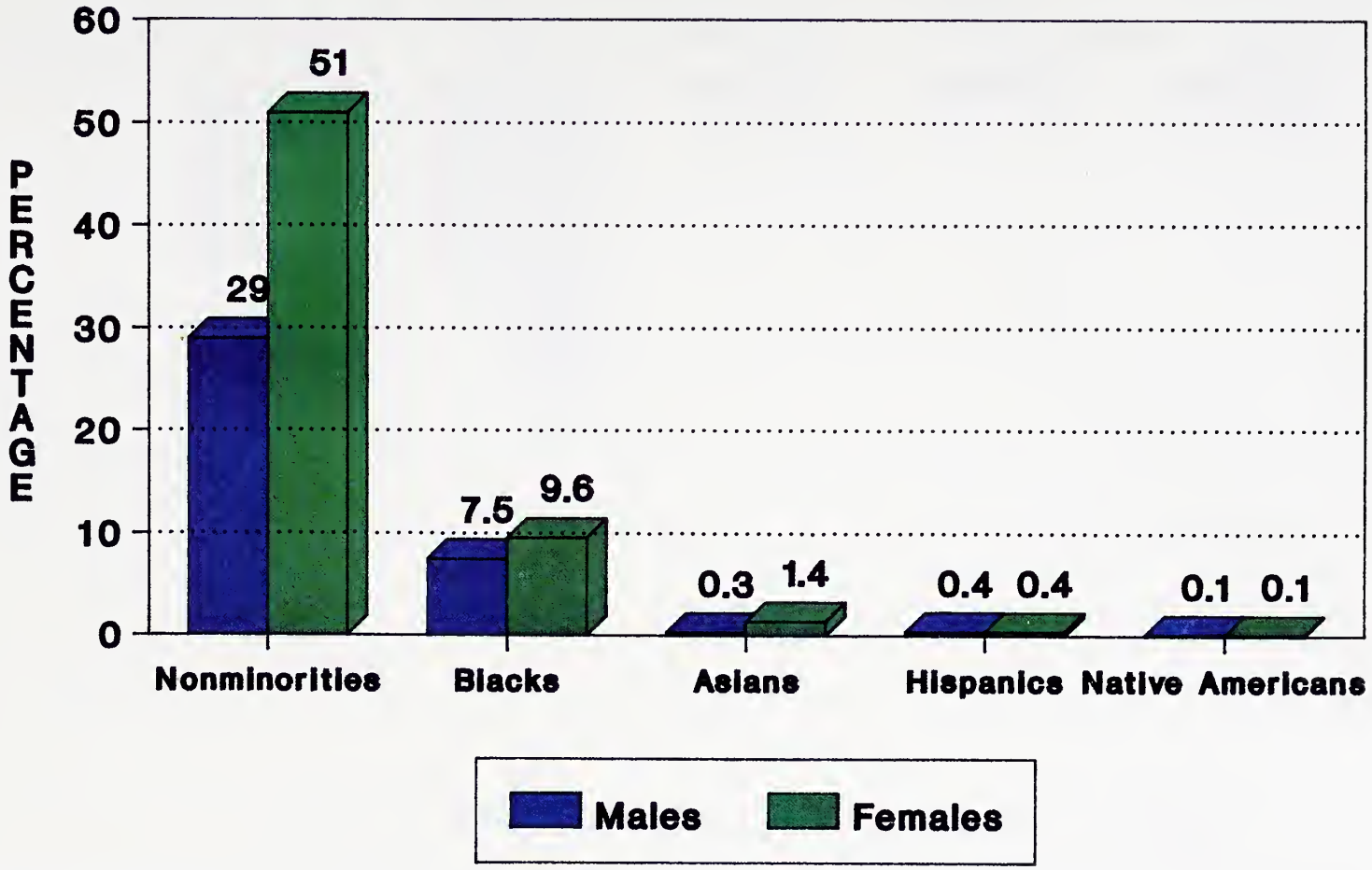
NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
Professional Positions-October 1988



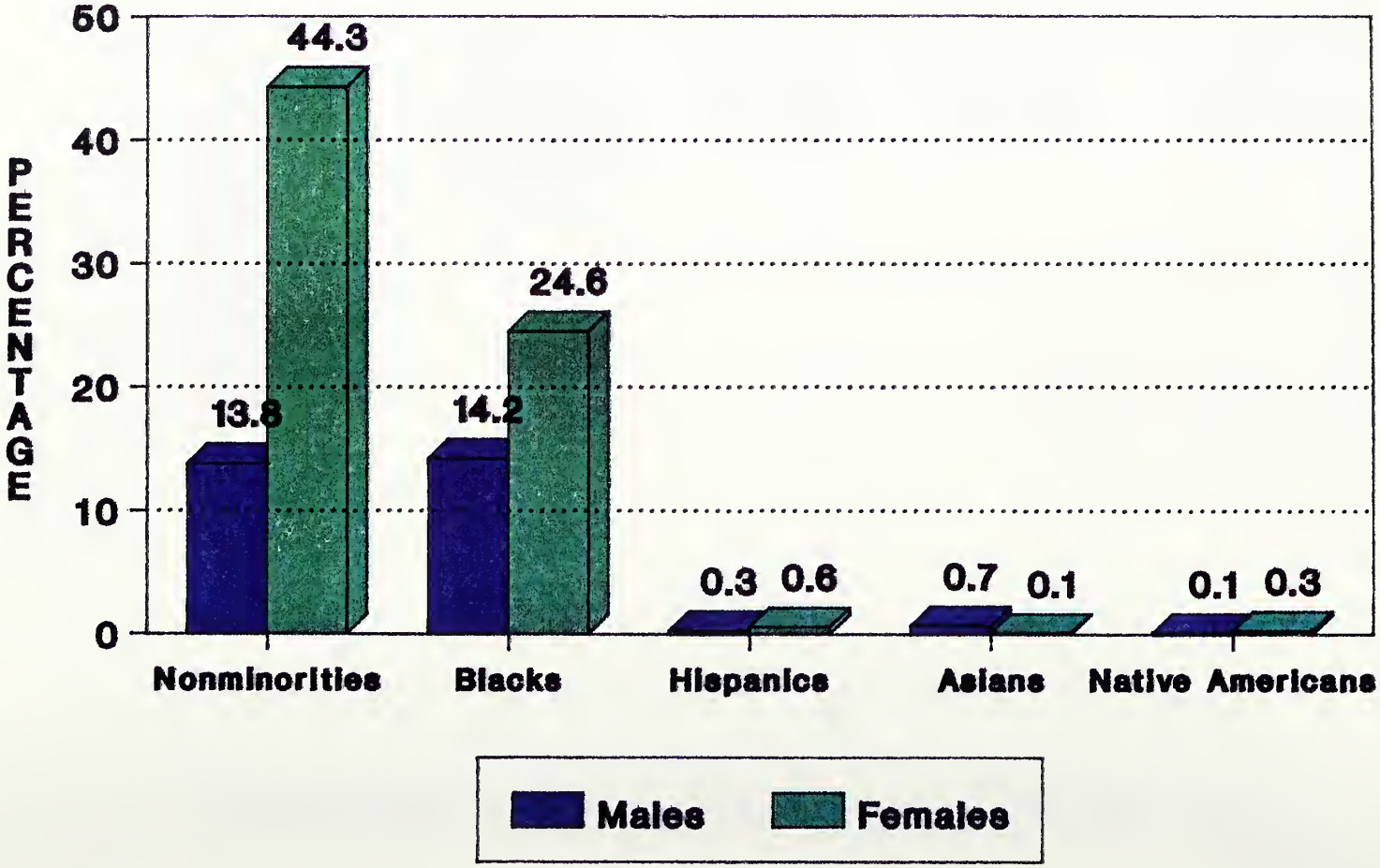
NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
Administrative Positions-October 1988



NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
Technical Positions-October 1988

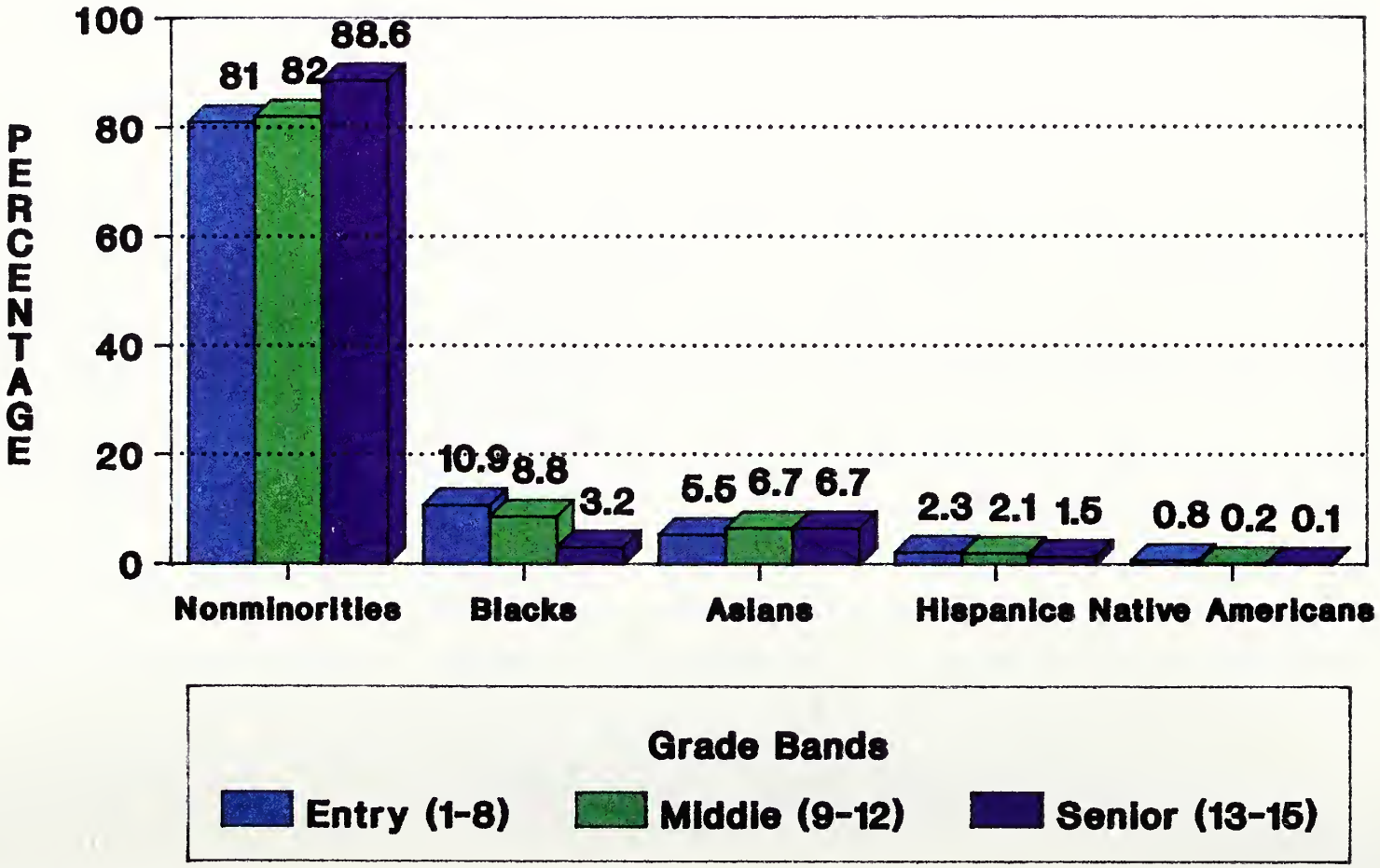


NIH/OD/DEO/EOB

NIH PERMANENT WORK FORCE
as of
FY 9/85, 9/86, 9/87, & 9/88

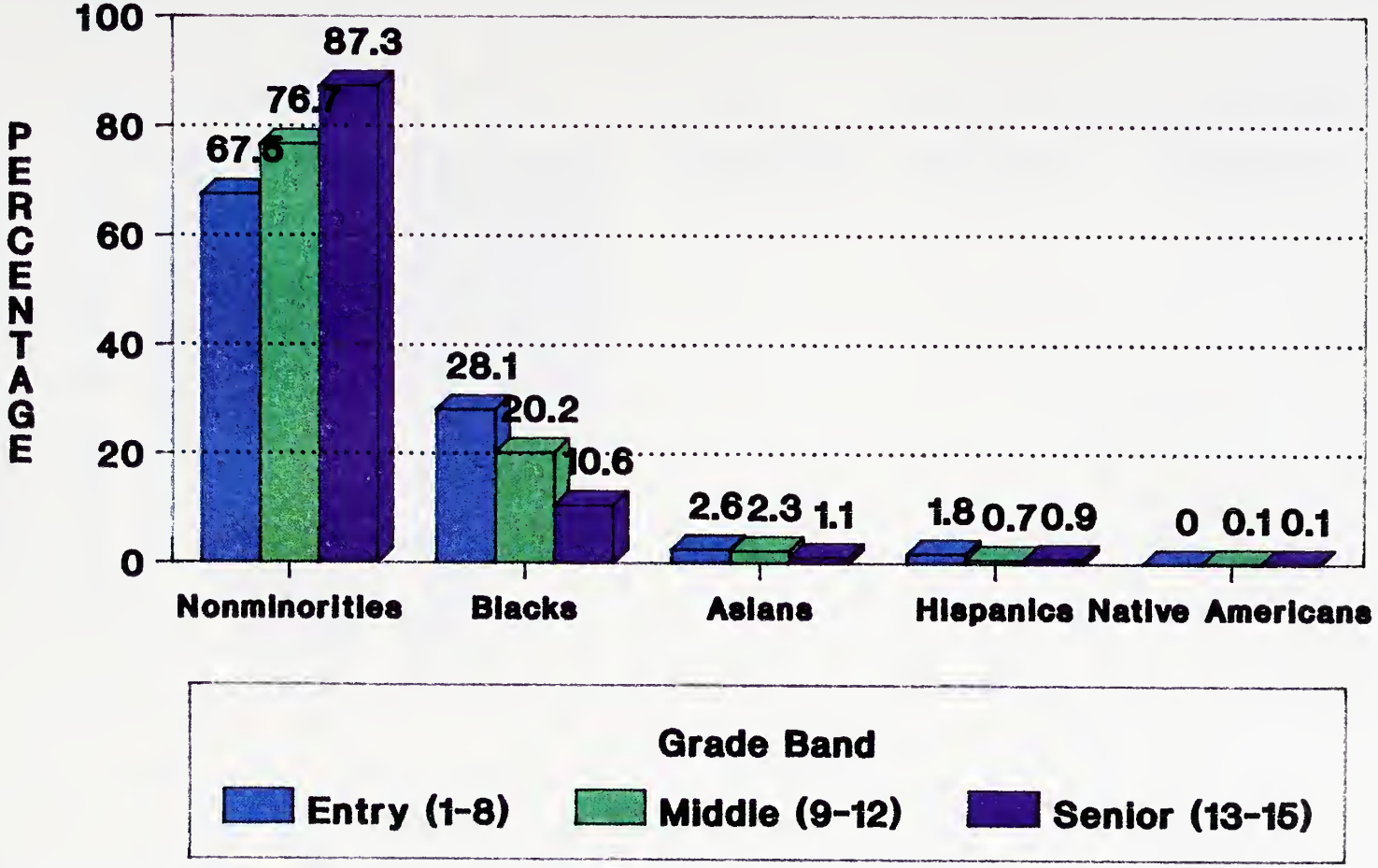
YEAR	GRAND TOTAL	TOTAL		NONMINORITY		BLACK		HISPANIC		NATIVE AMERICAN		ASIAN	
		M	F	M	F	M	F	M	F	M	F	M	F
85	11,145	4796	6349	3448	4685	1190	1425	38	54	6	14	114	171
		(43.0)	(56.9)	(30.9)	(42.0)	(10.7)	(12.8)	(0.3)	(0.5)	(0.1)	(0.1)	(1.0)	(1.5)
86	10,878	4673	6205	3393	4570	1114	1378	40	66	5	14	121	177
		(42.9)	(57.2)	(31.2)	(42.0)	(10.2)	(12.7)	(0.4)	(0.6)	(<0.0)	(0.1)	(1.1)	(1.6)
87	11,050	4596	6454	3348	4715	1061	1452	45	72	6	17	136	198
		(41.6)	(58.4)	(30.3)	(42.7)	(9.6)	(13.1)	(0.4)	(0.7)	(0.1)	(0.2)	(1.2)	(1.8)
88	11,435	4666	6769	3383	4879	1075	1556	51	84	6	20	150	229
		(40.8)	(59.2)	(29.6)	(42.7)	(9.4)	(13.6)	(0.4)	(0.7)	(0.4)	(0.2)	(1.3)	(2.0)

DISTRIBUTION OF NIH EMPLOYEES
in Professional Positions - October 1988



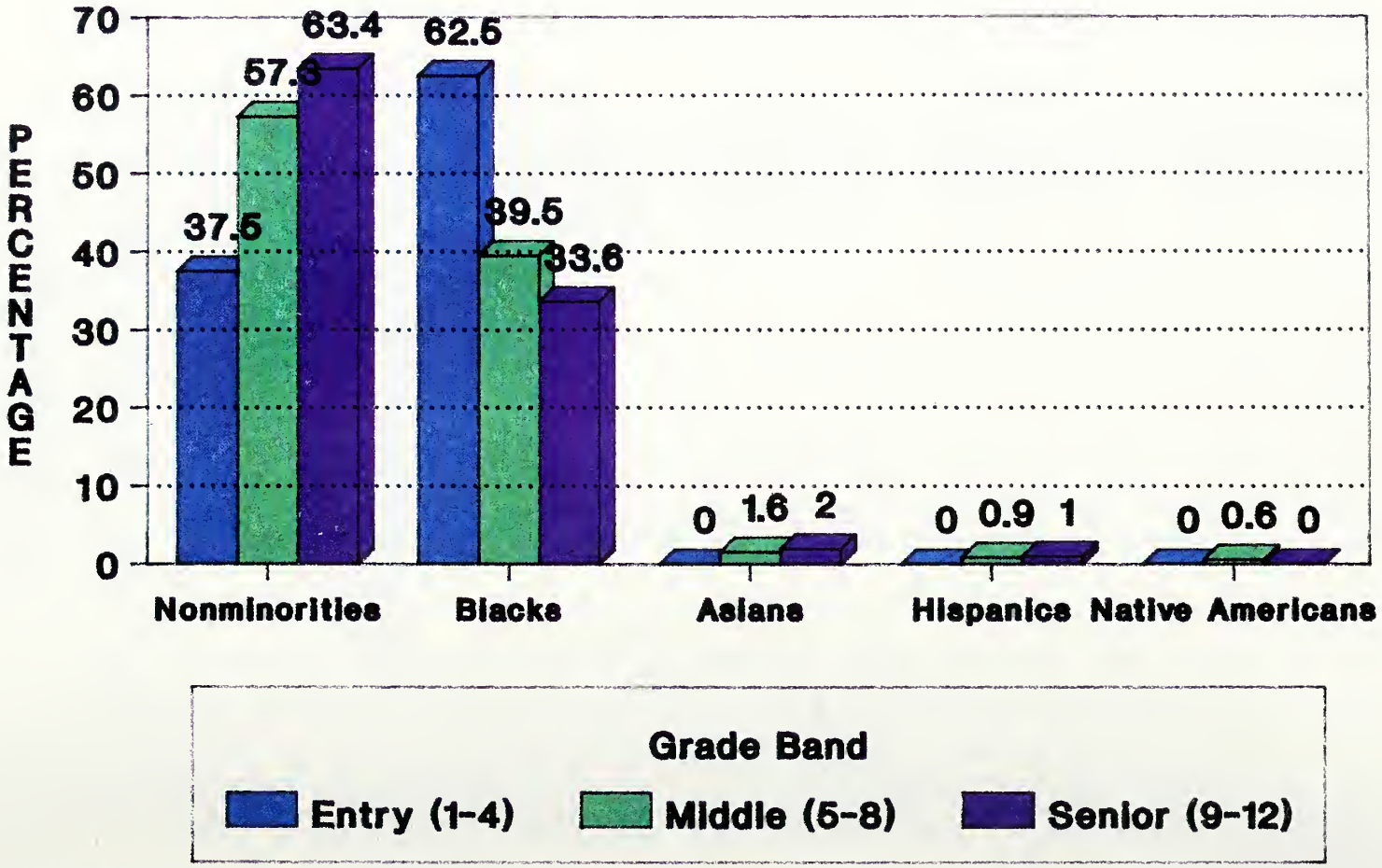
NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
in Administrative Positions-October 1988



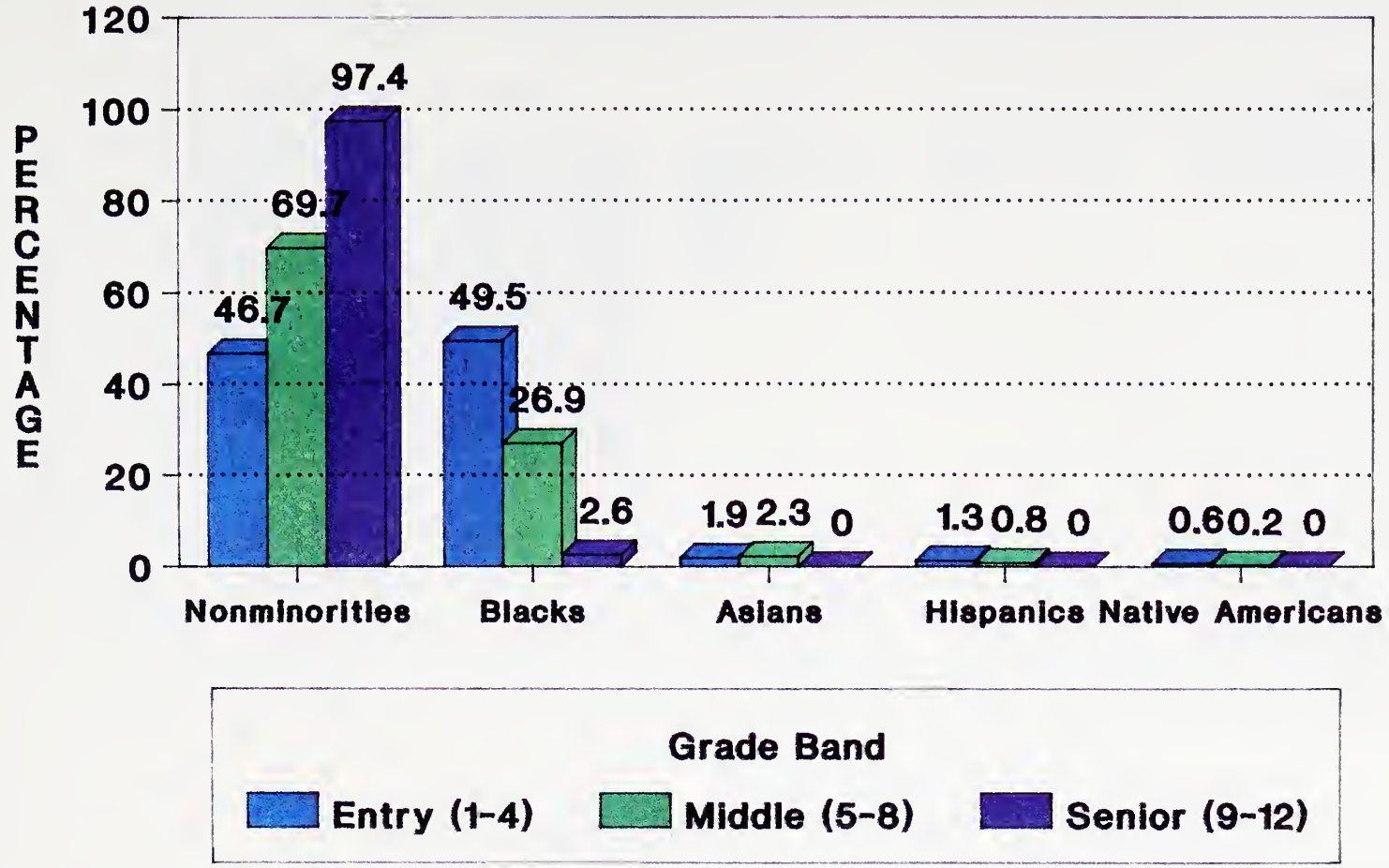
NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
in Technical Positions - October 1988



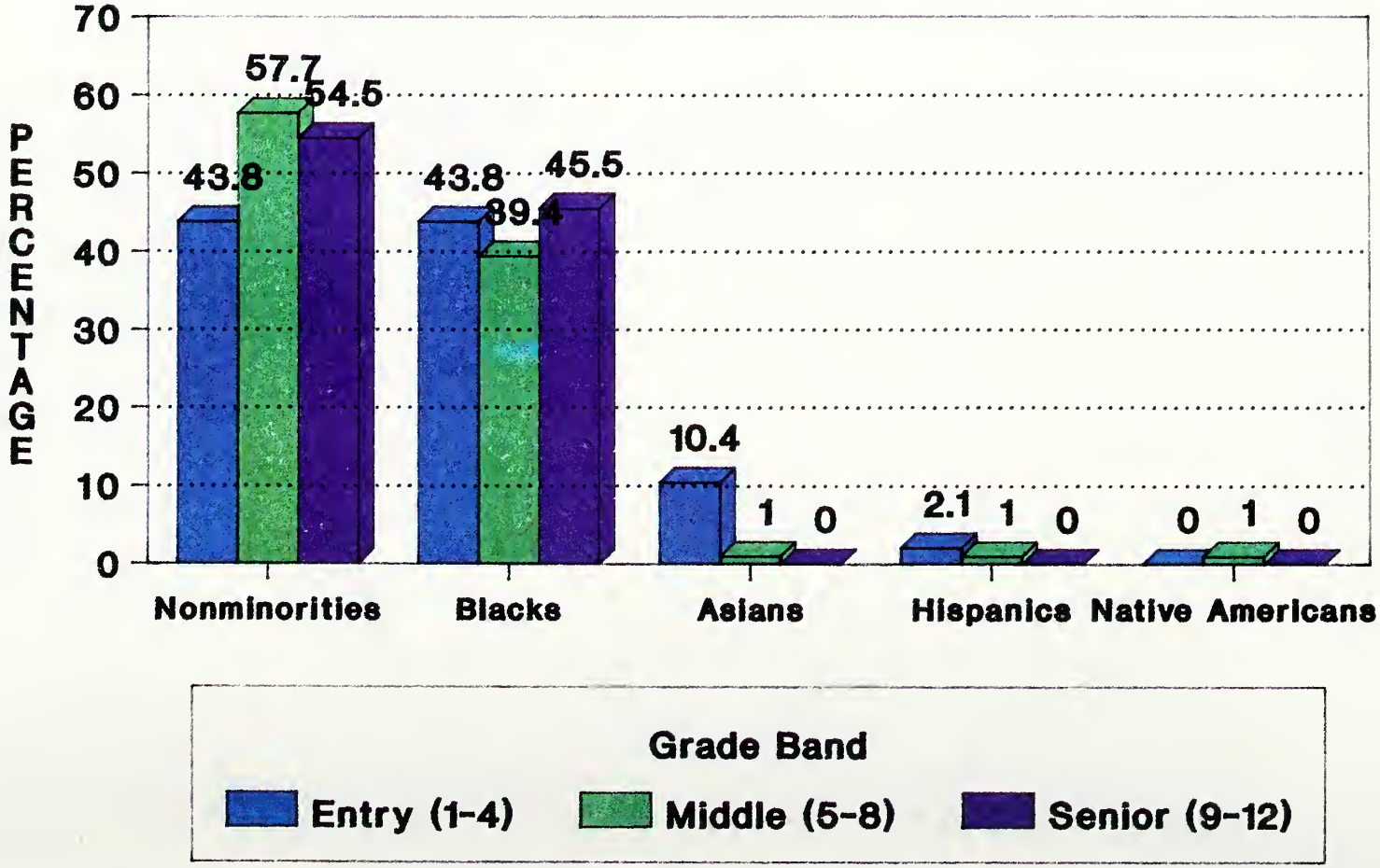
NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
in Clerical Positions-October 1988



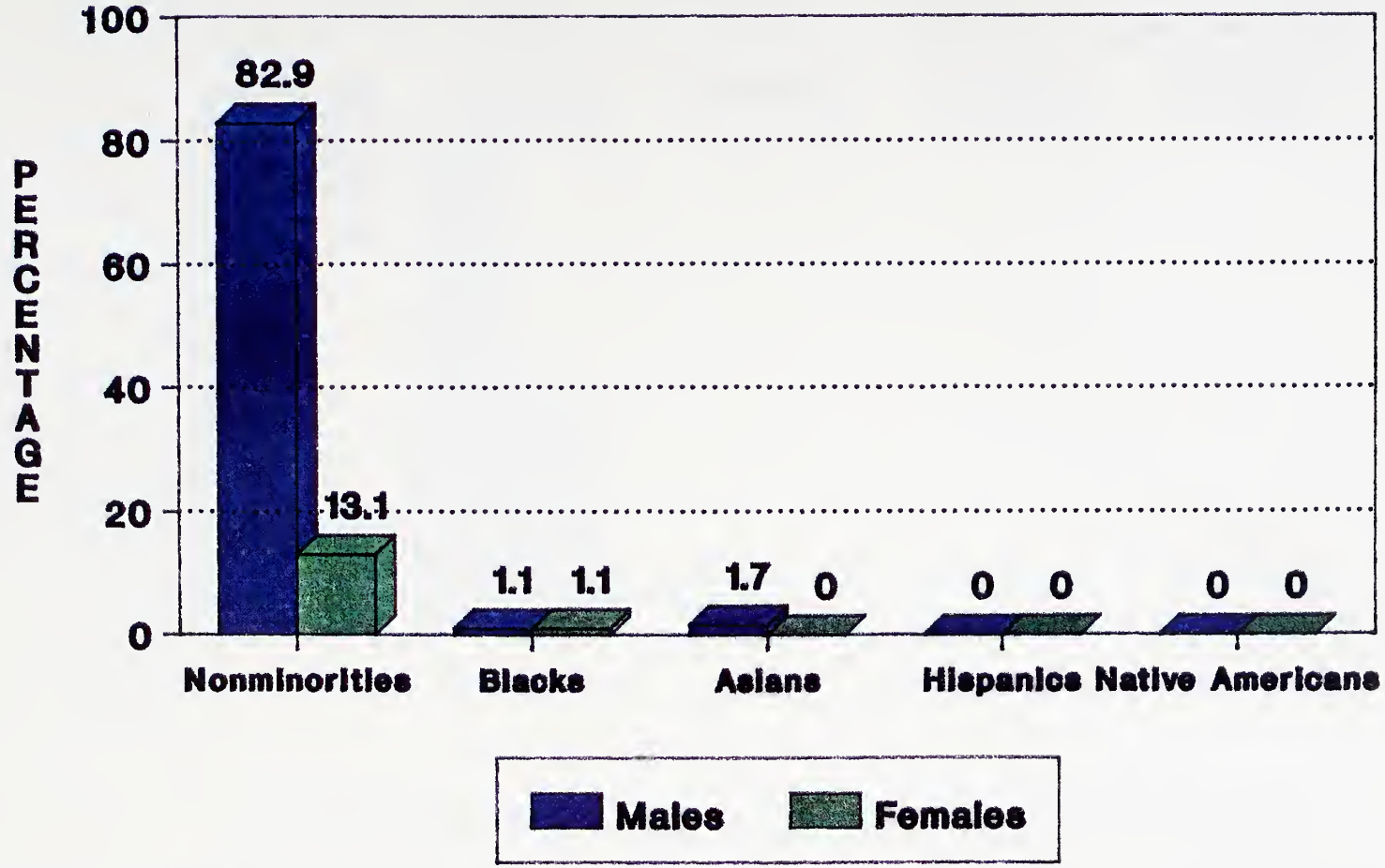
NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
in Other Positions - October 1988



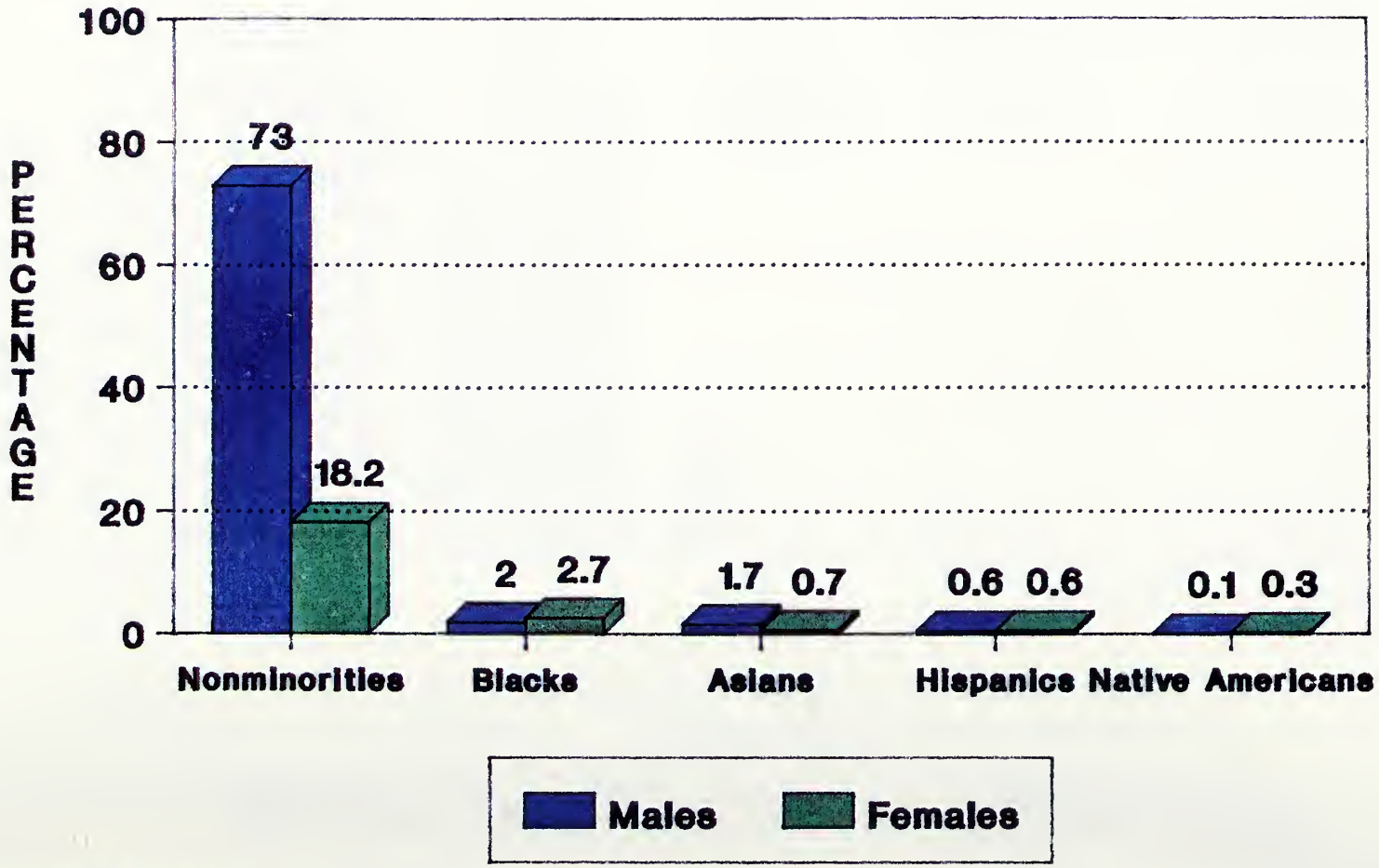
NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
Senior Exec Service - October 1988



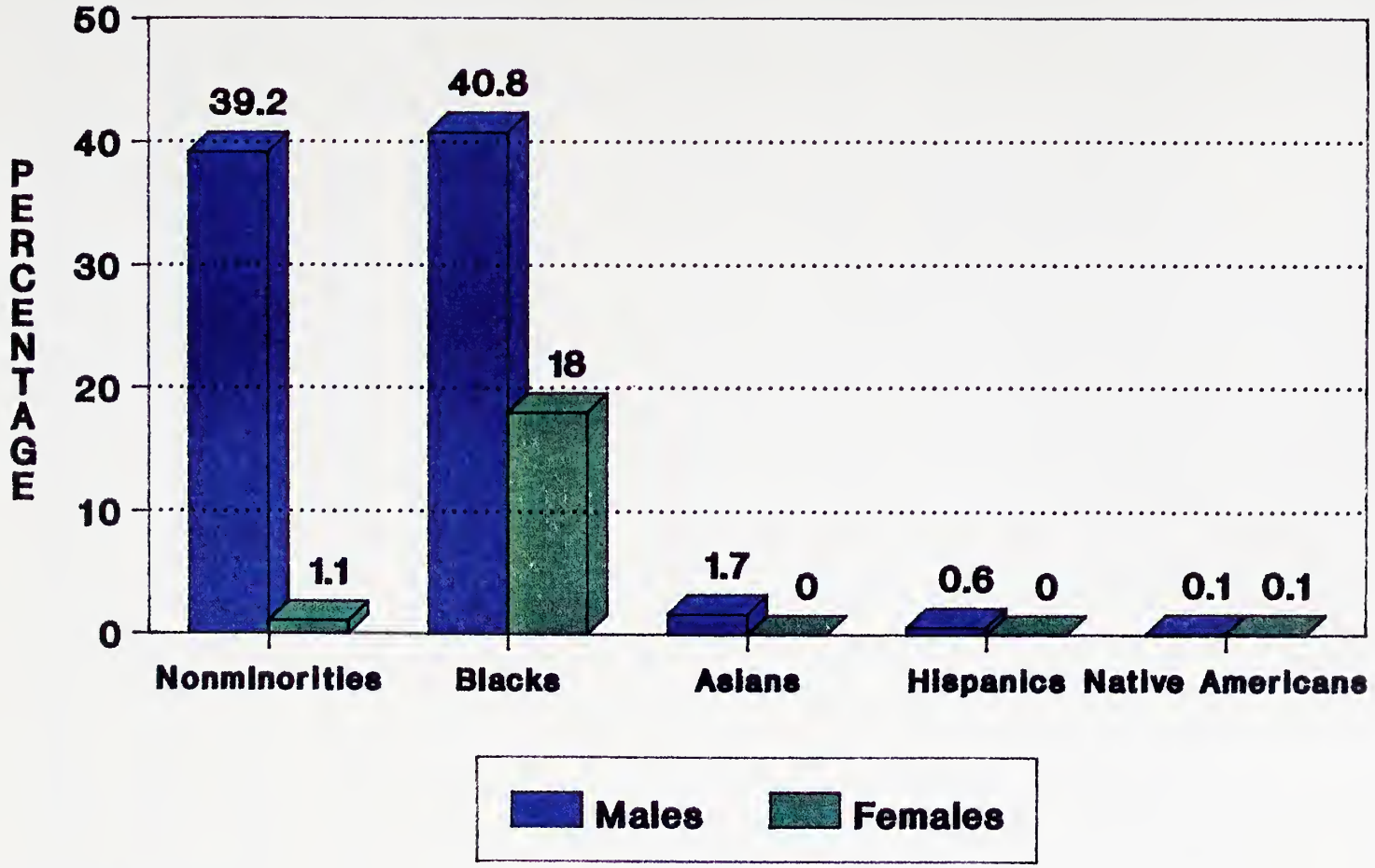
NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
Commissioned Corps - October 1988



NIH/OD/DEO/EOB

DISTRIBUTION OF NIH EMPLOYEES
in Wage System - October 1988



NIH/OD/DEO/EOB

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

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WORK FORCE ANALYSIS

Average Grade

Professional Category

The average grade of full-time permanent individuals is 12; (males-13, females-11) and the average salary is $42,180 (males-$50,204, females-$36,138).

The average grade of full-time permanent Black employees is 11; (males-11, females-10) and the average salary is $36,199; (males-$40,096, females-$34,057).

The average grade of full-time permanent Hispanic employees is 11; (males-13, females-10) and the average salary is $39,611 (males-$51,098, females-$32,773).

The average grade of full-time permanent Asian employees is 12; (males-13, females-11) and the average salary is $41,033 (males-$48,464, females-$35,540).

The average grade of full-time permanent Native American employees is 10; (males-0, females-10) and the average salary is $31,094 (males-$34,184, females-$30,063).

The average grade of full-time permanent nonminority employees is 12; (males-13, female-11) and the average salary is $42,801 (males-$50,962, females-$36,463).

Administrative Category

The average grade of full-time permanent individuals is 12; (males-13, females-11), and the average salary is $38,895 (males-$44,184, females-$35,729.

The average grade of full-time permanent Black employees is 11; (males-11, females-11) and the average salary is $35,867 (males-$38,301, females-$33,975).

The average grade of full-time permanent Hispanic employees is 12; (males-12, females-11) and the average salary is $36,792 (males-$38,504, females-$34,886).

The average grade of full-time permanent Asian employees is 11; (males-12, females-11) and the average salary is $35,330 (males-$43,050, females ($33,587).

The average grade of full-time permanent Native American employees is 11; (males-13, females-9) and the average salary is $33,994 (males-$43,452, females-$24,435).

The average grade of full-time permanent nonminority employees is 12; (males-13, females-11) and the average salary is $39,654 (males-$45,795, females-$36,142).

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

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WORK FORCE ANALYSIS

Technical Category

The average grade of full-time permanent individuals is 7; (males-8, females-7), and the average salary is $23,111 (males-$25,034, females-$22,323).

The average grade of full-time permanent Black employees is 7; (males-7, females-7), and the average salary is $22,295 (males-$23,777, females-$21,443).

The average grade of full-time permanent Hispanic employees is 7; (males-8, females-7) and the average salary is $22,116 (males-$26,092, females-$20,459).

The average grade of full-time permanent Asian employees is 7; (males-5, females-8), and the average salary is $20,252, (males-$16,456, females-$22,994).

The average grade of full-time permanent Native American employees is 7; (males-5, females-7), and the average salary is $21,048 (males-$17,134, (females-$22,353).

The average grade of full-time permanent nonminority employees is 7; (males-9, females-7), and the average salary is $23,767 (males-$26,795, females-$22,822). technical category.

GS/GM

The average grade for full-time permanent GS/GM employees is 10; (males-11, females-9) and the average salary is $32,868 (males-$41,501, females-$28,638).

The average grade for full-time permanent GS/GM Blacks is 7; (males-8, females-7) and the average salary is $24,881 (males-$28,332, females-$23,255).

The average grade for full-time permanent GS/GM Hispanics is 10; (males-12, females-9) and the average salary is $32,868 (males-$43,539, females-$27,672)

The average grade for full-time permanent GS/GM Asians is 10; (males-11, females-10) and the average salary is $35,656 (males-$42,615, females-$31,397).

The average grade for full-time permanent GS/GM Native Americans is 7 (males-8, females-7) and the average salary is $22,955 (males-$27,976, females-$21,774).

The average grade for full-time permanent GS/GM nonminorities is 10; (males-12, females-9) and the average salary is $35,010 (males-$45,034, females-$30,088).

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

==========

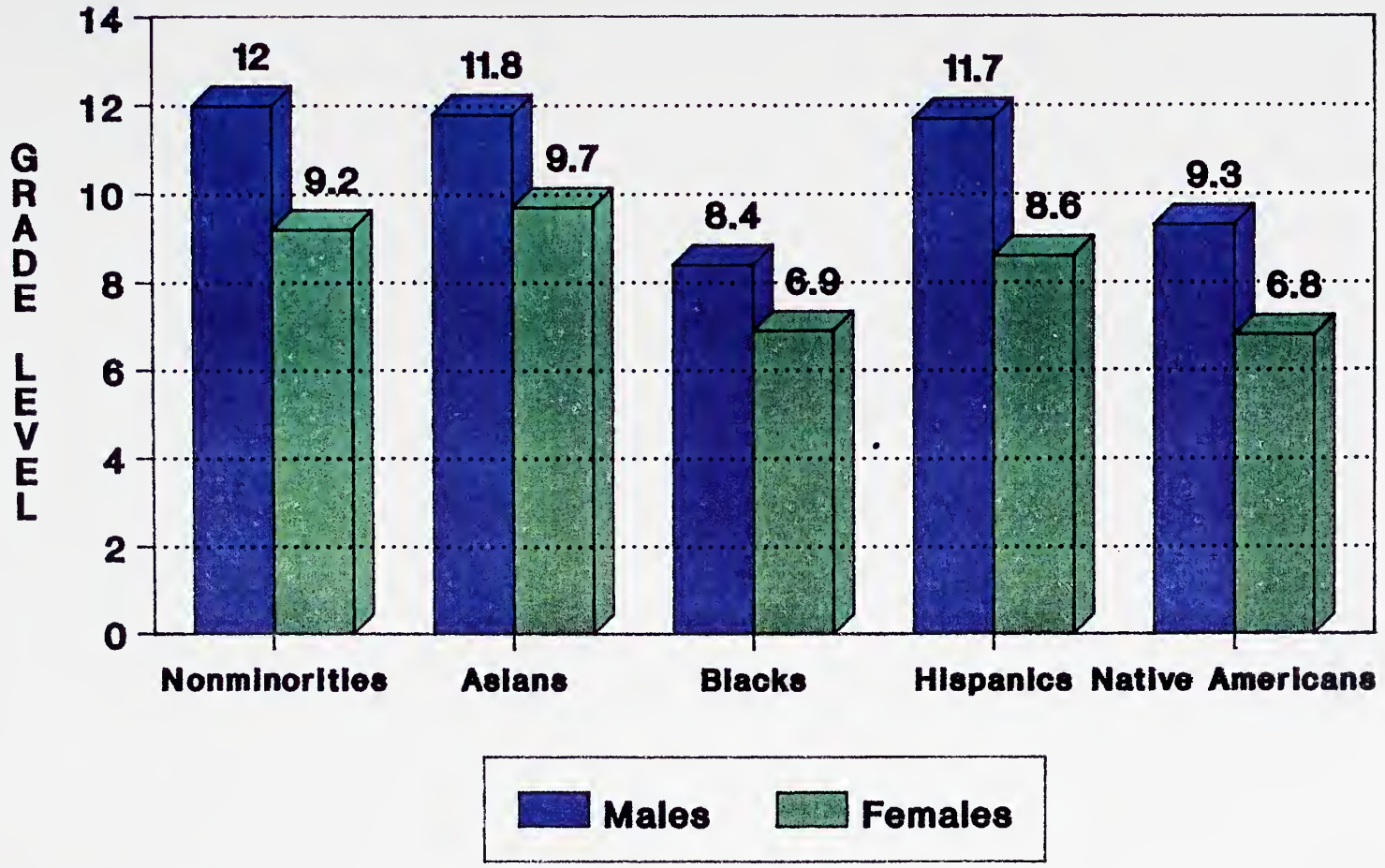
WORK FORCE ANALYSIS

GS/GM/ES

The average salary for full-time permanent GS/GM/ES employee is $33,591; for Blacks, the average salary is $24,978 (males-$28,474, females-$23,329); for Hispanics, the average salary is $33,049 (males-$43,539, females-$27,672); for Asians, the average salary is $35,880, (males-$43,294, females-$31,379), for Native Americans, the average salary is $22,955 (males-$27,976, females-$21,774); and for nonminorities, the average salary is $35,895 (males-$46,682, females-$30,293) in these pay plans.

Salary differentials exist for all males and females. Differentials are further exacerbated for minority group members as compared to their counterparts. These differences can be attributed to differences in grade level attainment by each group. Greater efforts must be made to effect internal upward movement of minorities and females and to increase the external hires of these groups at a level comparable to their counterparts.

AVERAGE GRADE OF NIH EMPLOYEES
Full-Time Permanent GS/GM-October 1988



NIH/OD/DEO/EOB

FY 1989 Update

Staff Fellow Profile

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

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PROFILE OF STAFF FELLOWS

The following paragraphs outline a work force profile of the Staff Fellowship Program and of the conversions to tenured positions from 1982 to 1988.

Work Force Analysis

In 1982, a total of 735 employees occupied staff fellow positions; of these, 518 (70%) were males and 217 (30%) were females. Twenty-two (3%) were Black; of these, ten (1.4%) were males, and 12 (1.6%) were females. Seven (1%) were Hispanic; of these, five (0.7%) were males, and two (0.3%) were females. One (0.1%) was a Native American male. A total of 47 (6.4%) were Asian: of these, 21 (2.9%) were males and 26 (3.5%) were females. Six hundred fifty-eight (89.5%) were nonminorities; of these, 481 (65.4%) were males and 177 (24.1%) were females.

In 1983, a total of 869 employees occupied staff fellow positions; of these, 621 (71.5%) were males and 248 (28.5%) were females. Twenty-five (2.9%) were Black; of these, 14 (1.6%) were males, and 11 (1.3%) were females. Eleven (1.3%) were Hispanic; of these, nine (1.1%) were males, and two (0.2%) were females. Four (0.4%) were Native American; of these, two (0.2%) were males, and two (0.2%) were females. Fifty-two (5.9%) were Asian; of these, 29 (3.3%) were males, and 23 (2.6%) were females. Seven hundred seventy-seven (89.4%) were nonminorities; of these 567 (65.2%) were males, and 210 (24.2%) were females.

In 1984, a total of 942 employees occupied staff fellow positions; of these, 659 (70%) were males and 283 (30%) were females. Thirty-one (3.3%) were Black; of these, 16 (1.7%) were males, and 15 (1.6%) were females. Twelve (1.3%) were Hispanic; of these, eight (0.9%) were males, and four (0.4%) were females. Three (0.3%) were Native American; of these, one (0.1%) was male, and two (0.2%) were females. Fifty-seven (6.1%) were Asian; of these, 31 (3.3%) were males, and 26 (2.8%) were females. Eight hundred thirty-nine (89%) were nonminorities; of these, 603 (64%) were males, and 236 (25%) were females.

In 1985, a total of 905 employees occupied staff fellow positions; of these, 649 (71.7%) were males and 256 (28.3%) were females. Twenty-two (2.4%) were Black; of these, 11 (1.2%) were males, and 11 (1.2%) were females. Fifteen (1.7%) were Hispanic; of these, ten (1.1%) were males, and five (0.6%) were females. Fifty-five (6.0%) were Asian; of these, 33 (3.6%) were males, and 22 (2.4%) were females. Three (0.3%) were Native American; of these, two (0.2%) were males and one (0.1%) was female. Eight-hundred ten (89.5%) were nonminorities; of these, 593 (65.5%) were males, and 217 (24%) were females.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

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PROFILE OF STAFF FELLOWS

In 1986, a total of 877 employees occupied staff fellow positions; of these, 624 (71.2%) were males and 253 (28.8%) were females. Fifteen (1.7%) were Black; of these, seven (0.8%) were males, and eight (0.9%) were females. Fourteen (1.6%) were Hispanic; of these 10 (1.1%) were males, and four (0.5%) were females. Sixty-five (7.4%) were Asian; of these, 35 (4.0%) were males and 30 (3.4%) were females. Two (0.2%) were Native American; of these, one (0.1%) was male and one (0.1%) was female. Seven-hundred and eighty-one (89%) were nonminorities; of these, 571 (65.1%) were males, and 210 (23.9%) were females.

In 1987, a total of 926 employees occupied staff fellow positions; of these, 679 (73.3%) were males and 247 (26.7%) were females. Twenty-seven (2.9%) were Black; of these, 16 (1.7%) were males and 11 (1.2%) were females. Thirteen (1.4%) were Hispanic; of these, six (0.6%) were males and seven (0.8%) were females. Seventy-nine (8.5%) were Asians; of these, 47 (5.1%) were males and 32 (3.4%) were females. Three (0.3%) were Native American; of these two (0.2%) were males and one (0.1%) was female. Eight hundred four (86.8%) were nonminorities; of these, 608 (65.6%) were males and 196 (21.2%) were females.

In 1988, a total of 921 employees occupied staff fellow positions; of these, 666 (72.3%) were males and 255 (27.7%) were females. Twenty-nine (3.1%) were Black; of these, 20 (2.1%) were males and 9 (1.0%) were females. Fourteen (1.5%) were Hispanic; of these, 6 (0.7%) were males and 8 (0.9%) were females. Eighty-five (9.2%) were Asians; of these, 53 (5.8%) were males and 32 (3.4%) were females. Three (0.3%) were Native American; of these, 2 (0.2%) were male and 1 (0.1%) was a female. Seven hundred ninety (85.8%) were nonminorities; of these, 585 (63.5%) were males and 205 (22.3%) were females.

In summary, from 1982 to 1988, the number of staff fellows increased by 186 positions (148 males and 38 females). Blacks increased by seven positions (ten males and a decrease of three Black females). Hispanics increased by 7 positions (one male and six females). Asians increased by 38 positions (32 males and six females). Native Americans increased by two positions (1 male and 1 female). Nonminorities increased by 132 positions (104 males and 28 females).

Although there was an increase in the number of positions occupied by minorities and women from the years 1982 to 1984, the number of Blacks and nonminority women decreased from 1984 to 1986. Blacks have decreased by nine positions from 1984 to 1985 and by seven positions from 1985 to 1986; nonminority women decreased by 29 positions from 1984 to 1985, by 29 positions from 1985 to 1986, and by 14 positions from 1986 to 1987.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROFILE OF STAFF FELLOWS

There was an increase in the total number of Blacks from 15 (seven males and eight females) in 1986 to 27 (16 males and 11 females) in 1987 and 4 males in 1988. The number of Asians increased from 65 (35 males and 30 females) in 1986 to 79 (47 males and 32 females) in 1987 and in 88 to 85 (from 47 males to 53). There was an increase of 1 Native American male from a total of one in 1986 to two in 1987.

Conversions to Permanent Positions

In FY 1982, there were 13 conversions from staff fellow to permanent GS and GM positions; of these, seven (53.8%) were males, and six (46.2%) were females. Twelve (92.3%) nonminorities were converted, of these, six (46.15%) were males, and six (46.15%) were females. One (7.7%) Asian male was converted. There were no conversions for other minorities, e.g., Blacks, Hispanics, and Native Americans.

In FY 1983, there were 14 conversions from staff fellow to permanent GS and GM positions; of these, 12 (85.7%) were males and two (14.3%) were females. Thirteen (92.9%) nonminorities were converted; of these, 12 (85.8%) were males, and one (7.1%) was female. One (7.1%) Asian female was converted. There were no conversions for other minorities, e.g. Blacks, Hispanics, and Native Americans.

In FY 1984, there were 22 conversions from staff fellow to permanent GS and GM positions; of these 15 (68.2%) were males, and seven (31.8%) were females. Twenty-one (95.5%) nonminorities were converted; of these, 15 (68.2%) were males and six (27.3%) were females. One (4.5%) Asian female was converted. There were no conversions for other minorities, e.g., Blacks, Hispanics, and Native Americans.

In FY 1985, there were 23 conversions from staff fellow to permanent GS and GM positions; of these, 17 (73.9%) were male and six (26.1%) were female. Twenty-one (91.3%) nonminorities were converted; of these, 16 (69.6%) were males and five (21.7%) were females. Two (8.6%) Asians were converted; one (4.3%) male and one (4.3%) female. There were no conversions for other minorities, e,g., Blacks, Hispanics, and Native Americans.

In 1986, there were 16 conversions from staff fellow to permanent GS and GM positions; of these, 13 (81.2%) were males, and three (18.8%) were females. All were nonminorities (13 males and 3 females). There were no conversions for minorities.

In 1987, there were 38 conversions from staff fellow to permanent GS and GM positions; of these 23 (60.5%) were males, and 15 (39.5%) were females. Thirty-six (94.7%) nonminorities were converted; of these 22 (57.9%) were males and 14 (36.8%) were females.

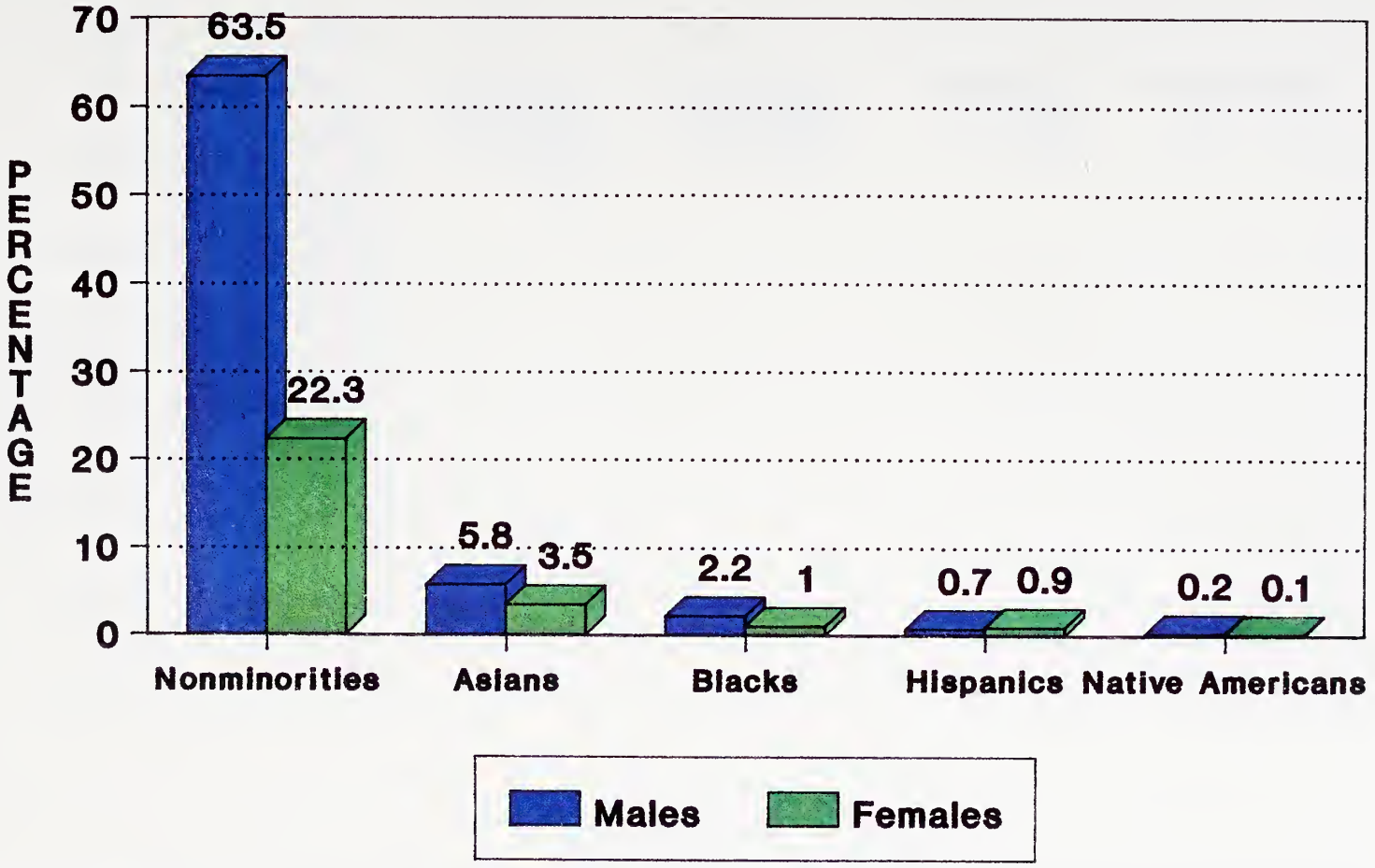
PROFILE OF STAFF FELLOWS

Two (5.2%) Asians were converted; one (2.6%) was male and one (2.6%) was female. There were no conversions for other minorities, e.g., Blacks, Hispanics, and Native Americans.

In 1988, there were 35 conversions from staff fellow to permmanent GS and GM positions; of these, 22 (62.9%) were males, and 13 (37.1%) were females. Twenty-seven (77.1%) nonminorities were converted; of these, 20 (57.1%) were males and 7 (20.0%) were females. Three (8.6%) Blacks were converted; one (2.9%) was male and 2 (5.7%) were females. One (2.9%) Hispanic female was converted. Four (11.4%) Asians were converted; of these, one (2.9%) was male and 3 (8.6%) were females. There were no conversions for Native Americans.

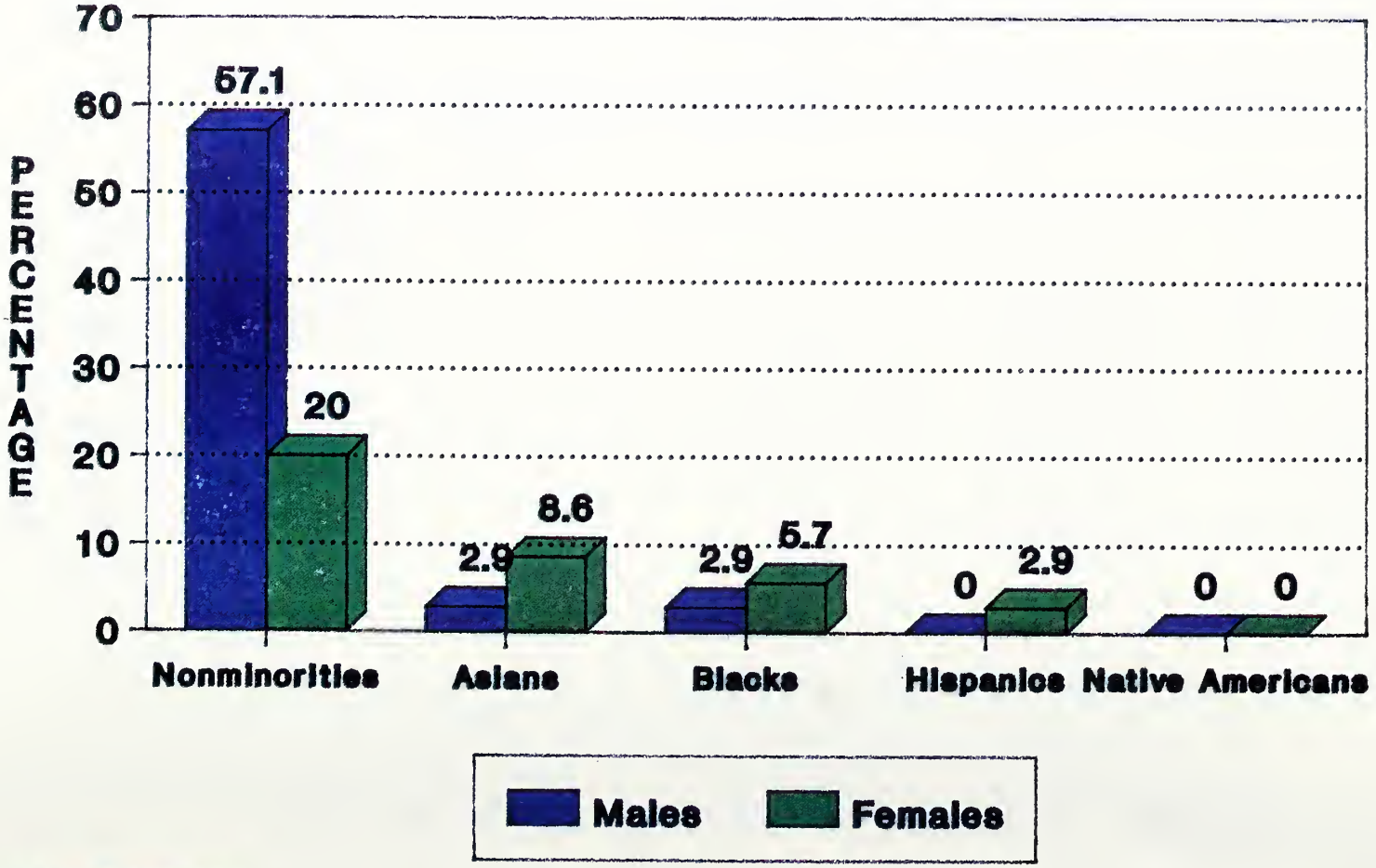
In summary, between FY 1982 and FY 1988, there were 161 conversions from staff fellow to permanent GS and GM positions at NIH; of these, 109 (67.7%) were male and 52 (32.3%) were female, of the 109 (67.7%) males who were converted to permanent positions, 104 (64.6%) were nonminorities, 4 (2.5%) were Asians and 1 (0.6%) was Black. Of the 52 (32.3%) females who were converted, 42 (26.1%) were nonminorities, 2 (1.2%) were Black, 1 (0.6%) was Hispanic, and 7 (4.3%) were Asians. There were no Native Americans converted to permanent positions in the past seven years (See Table 7).

NIH STAFF FELLOW PROFILE
by Gender Group - October 1988



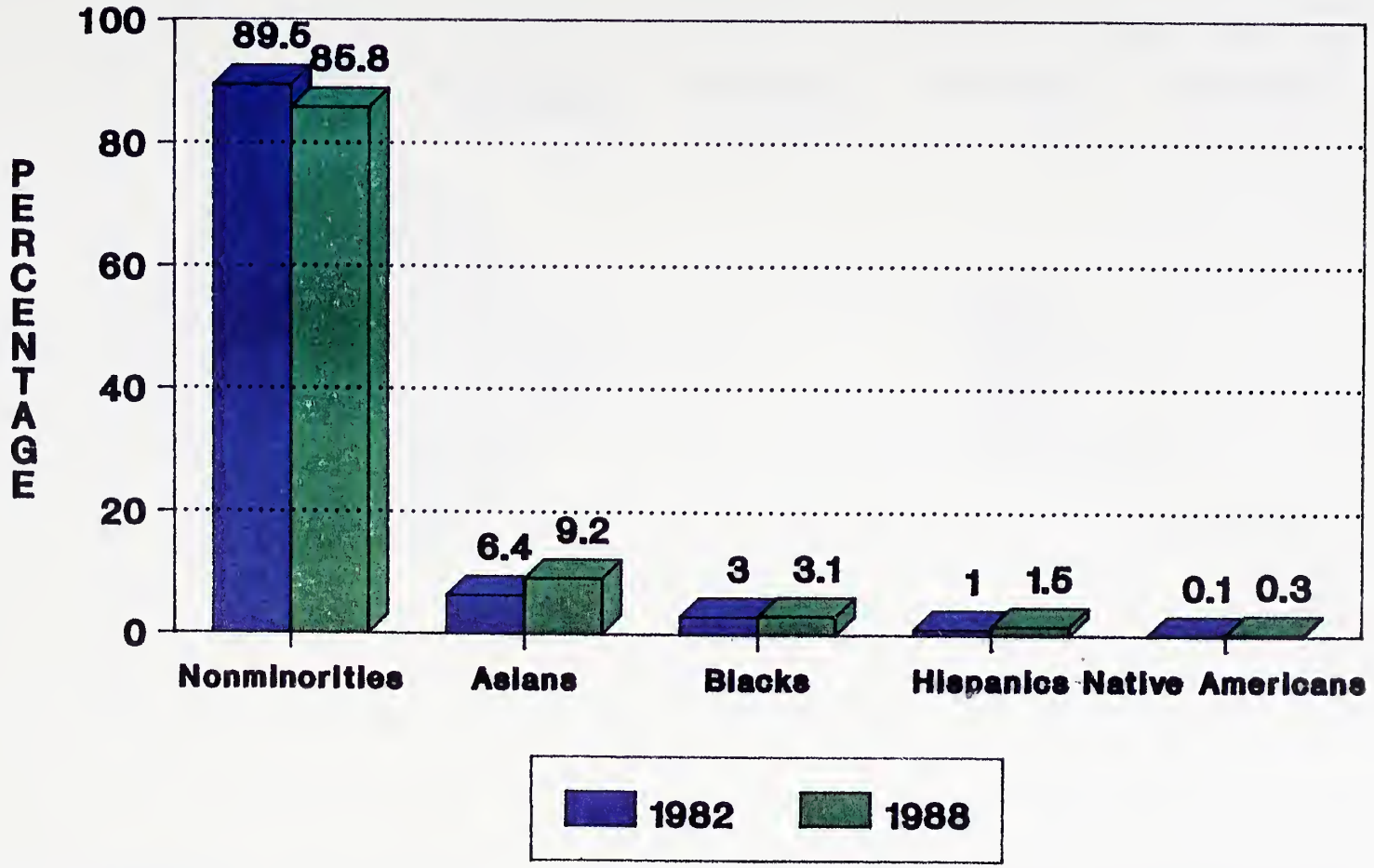
NIH/OD/DEO/EOB

NIH STAFF FELLOW CONVERSIONS
October 1988



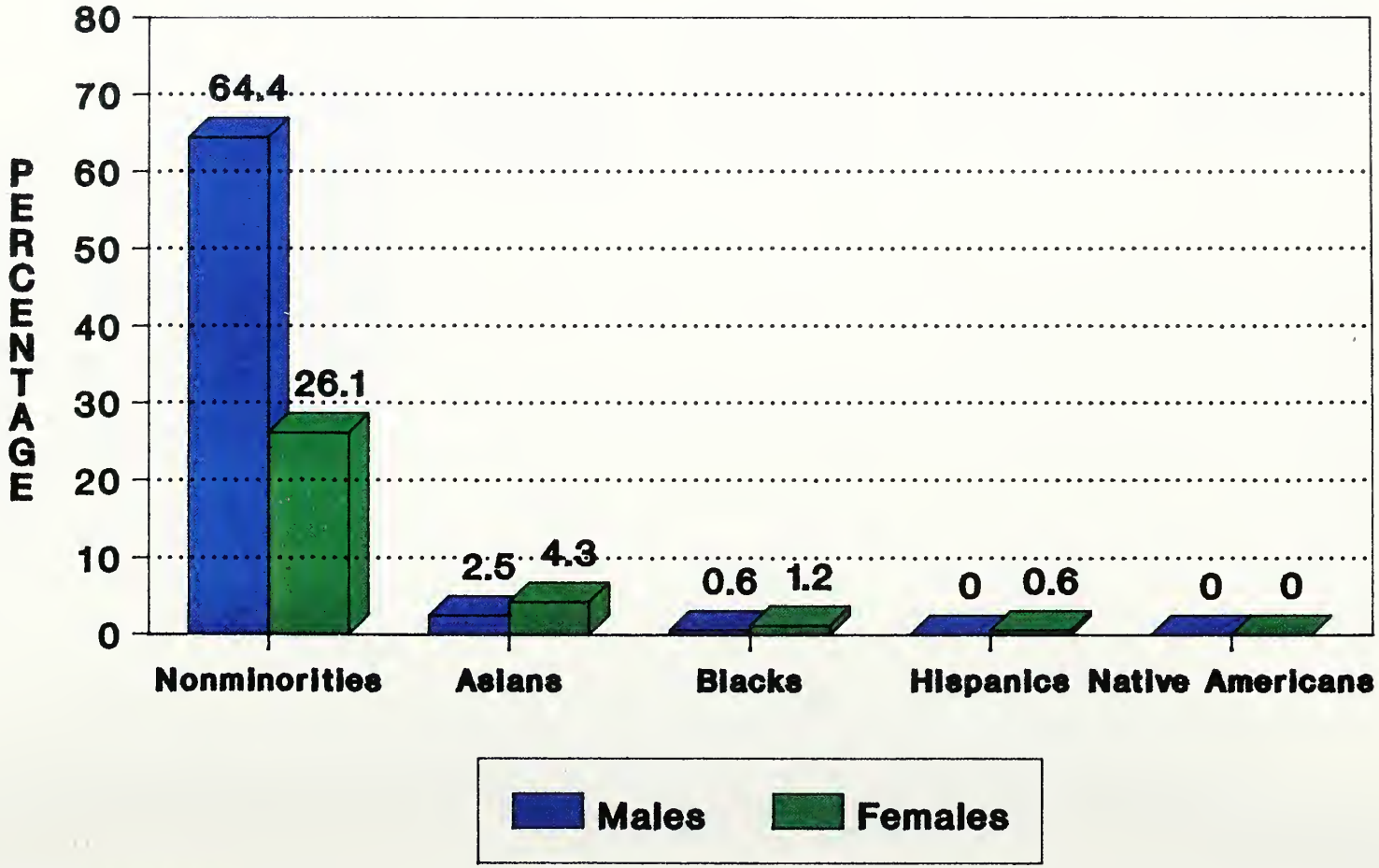
NIH/OD/DEO/EOB

NIH STAFF FELLOW PROFILE
1982 & 1988



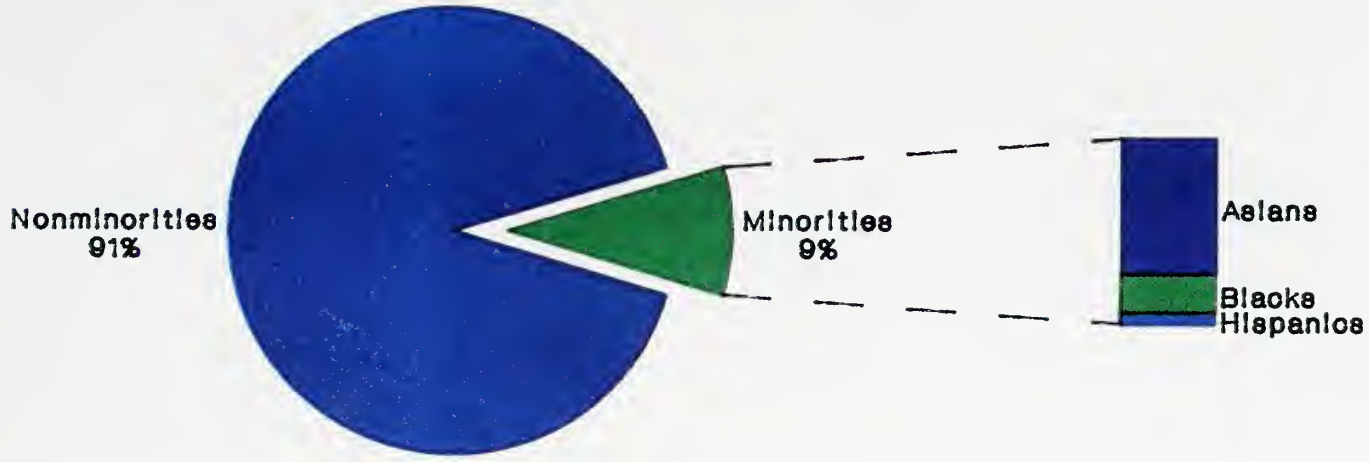
NIH/OD/DEO/EOB

NIH STAFF FELLOW CONVERSIONS
1982 - 1988



NIH/OD/DEO/EOB

NIH STAFF FELLOW CONVERSIONS
October 1982 to October 1988



NIH/OD/DEO/EOB

CONVERSION OF STAFF FELLOWS TO PERMANENT POSITIONS
1982 - 1988

YR	TOTAL	M	F	TB	BM	BF	TH	HM	HF	TA	AM	AF	TNA	NAM	NAF	TNM	NMM	NMF
82	13	7 (53.8%)	6 (46.2%)	0	0	0	0	0	0	1 (7.7%)	1 (7.7%)	0	0	0	0	12 (92.3%)	6 (46.2%)	6 (46.2%)
83	14	12 (85.7%)	2 (14.3%)	0	0	0	0	0	0	1 (7.1%)	0	1 (7.1%)	0	0	0	13 (92.9%)	12 (85.7%)	1 (7.1%)
84	22	15 (68.2%)	7 (31.8%)	0	0	0	0	0	0	1 (4.5%)	0	1 (4.5%)	0	0	0	21 (95.5%)	15 (68.2%)	6 (27.3%)
85	23	17 (73.9%)	6 (26.1%)	0	0	0	0	0	0	2 (8.7%)	1 (4.3%)	1 (4.3%)	0	0	0	21 (91.3%)	16 (69.6%)	5 (21.7%)
86	16	13 (81.3%)	3 (18.8%)	0	0	0	0	0	0	0	0	0	0	0	0	16 (100%)	13 (81.3%)	3 (18.8%)
87	38	23 (60.5%)	15 (39.5%)	0	0	0	0	0	0	2 (5.3%)	1 (2.6%)	1 (2.6%)	0	0	0	36 (94.7%)	22 (57.9%)	14 (36.8%)
*88	35	22 (62.9%)	13 (37.1%)	3 (8.6%)	1 (2.9%)	2 (5.7%)	1 (2.9%)	0	1 (2.9%)	4 (11.4%)	1 (2.9%)	3 (8.6%)	0	0	0	27 (77.1%)	20 (57.1%)	7 (20.0%)
82-88	161	109 (67.7%)	52 (32.3%)	3 (1.9%)	1 (0.6%)	2 (1.2%)	1 (0.6%)	0	1 (0.6%)	11 (6.8%)	4 (2.5%)	7 (4.3%)	0	0	0	146 (90.7%)	104 (64.6%)	42 (26.1%)

KEY:

YR = Year
T = Total
M = Male
F = Female
B = Black
H = Hispanic
A = Asian
NA = Native American
NM = Nonminority
(%) = Percent of total/year

Data as of September 30 of each year; *data as of 10/8/88
Source: SAB/DPM TAPS Report #1906 (D)
NIH/OD/DEO/EOB/10/88

ACTUAL AND PROJECTED OPPORTUNITIES IN STAFF FELLOWSHIP AND INTRAMURAL RESEARCH TRAINING AWARDS PROGRAMS 1982 - 1989

YR	TOTAL	M	F	TB	BM	BF	TH	HM	HF	TA	AM	AF	TNA	NAM	NAF	TNM	NMM	NMF	
82	295	217 (73.6)	78 (26.4)	7 (2.4)	4 (1.4)	3 (1)	3 (1.0)	2 (0.7)	1 (0.3)	14 (4.7)	8 (2.7)	6 (2.0)	1 (0.3)	1 (0.3)	0 (0)	270 (91.5)	202 (68.5)	68 (23.0)	act.
83	307	226 (73.6)	81 (26.3)	13 (4.2)	8 (2.6)	5 (1.6)	5 (1.6)	4 (1.3)	1 (0.3)	17 (5.5)	12 (3.9)	5 (1.6)	3 (1.0)	1 (0.3)	2 (0.7)	296 (87.6)	201 (65.5)	68 (22.1)	act.
84	318	225 (70.8)	93 (29.1)	10 (3.1)	7 (2.2)	3 (0.9)	6 (1.9)	4 (1.3)	2 (0.6)	23 (7.2)	14 (4.4)	9 (2.8)	2 (0.6)	2 (0.6)	0 (0)	277 (87.1)	198 (62.3)	79 (24.8)	act.
85	236	176 (74.55)	60 (25.4)	4 (1.7)	2 (0.85)	2 (0.85)	4 (1.7)	1 (0.4)	3 (1.3)	12 (5.05)	10 (4.2)	2 (0.85	0 (0)	0 (0)	0 (0)	216 (91.5)	163 (69.1)	53 (22.4)	act.
86	221	148 (67.1)	73 (33.0)	5 (2.3)	1 (0.5)	4 (1.8)	3 (1.4)	3 (1.4)	0 (0)	23 (10.4)	9 (4.1)	14 (6.3)	0 (0)	0 (0)	0 (0)	190 (86)	135 (61.1)	55 (24.9)	act.
87*	292	211 (72.3)	81 (27.7)	13 (4.5)	9 (3.1)	4 (1.4)	4 (1.4)	0 (0)	4 (1.4)	35 (12.0)	23 (7.9)	12 (4.1)	2 (0.6)	1 (0.3)	1 (0.3)	238 (81.5)	178 (61.0)	60 (20.5	act.
88*	282	188 (66.6)	94 (33.3)	15 (5.3)	10 (3.5)	5 (1.8)	8 (2.8)	4 (1.4)	4 (1.4)	26 (9.2)	13 (4.6)	13 (4.6)	4 (1.4)	2 (0.7)	2 (0.7)	229 (81.2)	159 (56.4)	70 (24.8)	act.
89*	274	196 (71.5)	78 (28.5)	11 (4.0)	8 (2.9)	3 (1.1)	6 (2.2)	3 (1.1)	3 (1.1)	23 (8.4)	15 (5.5)	8 (2.9)	2 (0.8)	1 (0.4)	1 (0.4)	232 (84.7)	169 (61.7)	63 (23.0)	est.

KEY:

YR = Year
T = Total
M = Male
F = Female
B = Black
H = Hispanic
A = Asian
NA = Native American
NM = Nonminority
(%) = Percent of total/year
act. = Actual
est. = Estimate

Data as of September 30 of each year
*Reflects the inclusion of IRTA
Source: SAB/DPM TAPS Report #1906 (D)
NIH/OD/DEO/EOB/10/88

NIH STAFF FELLOWS PROFILE
1982 - 1988

YR	TOTAL	M	F	TB	BM	BF	TH	HM	HF	TA	AM	AF	TNA	NAM	NAF	TNM	NMM	NMF
82	735	518 (70.4%)	217 (29.5%)	22 (3.0%)	10 (1.4%)	12 (1.6%)	7 (1.0%)	5 (0.7%)	2 (0.3%)	47 (6.4%)	21 (2.9%)	26 (3.5%)	1 (0.1%)	1 (0.1%)	0 (0)	658 (89.5%)	481 (65.4%)	177 (24.1%)
83	869	621 (71.5%)	248 (28.5%)	25 (2.9%)	14 (1.6%)	11 (1.3%)	11 (1.3%)	9 (1.1%)	2 (0.2%)	52 (6.0%)	29 (3.3%)	23 (2.6%)	4 (0.5%)	2 (0.2%)	2 (0.2%)	777 (89.4%)	567 (65.2%)	210 (24.2%)
84	942	659 (70.0%)	283 (30.0%)	31 (3.3%)	16 (1.7%)	15 (1.6%)	12 (1.3%)	8 (0.8%)	4 (0.4%)	57 (6.1%)	31 (3.3%)	26 (2.8%)	3 (0.3%)	1 (0.1%)	2 (0.2%)	839 (89.1%)	603 (64%)	236 (25.1%)
85	905	649 (71.7%)	256 (28.3%)	22 (2.4%)	11 (1.2%)	11 (1.2%)	15 (1.7%)	10 (1.1%)	5 (0.6%)	55 (6.1%)	33 (3.6%)	22 (2.4%)	3 (0.3%)	2 (0.2%)	1 (0.1%)	810 (89.5%)	593 (65.5%)	217 (24.0%)
86	877	624 (71.2%)	253 (28.8%)	15 (1.7%)	7 (0.8%)	8 (0.9%)	14 (1.6%)	10 (1.1%)	4 (0.5%)	65 (7.4%)	35 (4.0%)	30 (3.4%)	2 (0.2%)	1 (0.1%)	1 (0.1%)	781 (89.1%)	571 (65.1%)	210 (23.9%)
87	926	679 (73.3%)	247 (26.7%)	27 (2.9%)	16 (1.7%)	11 (1.2%)	13 (1.4%)	6 (0.6%)	7 (0.8%)	79 (8.5%)	47 (5.1%)	32 (3.5%)	3 (0.3%)	2 (0.2%)	1 (0.1%)	804 (86.8%)	608 (65.7%)	196 (21.2%)
*88	921	666 (72.3%)	255 (27.7%)	29 (3.1%)	20 (2.2%)	9 (1.0%)	14 (1.5%)	6 (0.7%)	8 (0.9%)	85 (9.2%)	53 (5.8%)	32 (3.5%)	3 (0.3%)	2 (0.2%)	1 (0.1%)	790 (85.8%)	585 (63.5%)	205 (22.3%)

KEY:

YR = Year
T = Total
M = Male
F = Female
B = Black
H = Hispanic
A = Asian
NA = Native American
NM = Nonminority
(%) = Percent of total/year

Data as of September 30 of each year; *data as of 10/8/88
Source: SAB/DPM TAPS Report #1906 (D)
NIH/OD/DEO/EOB/10/88

FY 1989 Update

Numerical Objectives

FY 1989 HIRING GOALS BY RNO GROUP, OCCUPATIONAL CATEGORY, AND SERIES
(NUMBER #)

	TOTAL		NONMINORITY	BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	M	F	F	M	F	M	F	M	F	M	F
PROFESSIONAL	19	6	0	7	3	11	2	0	0	1	1
ADMINISTRATIVE	3	2	0	0	1	3	1	0	0	0	0
TECHNICAL	2	0	0	0	0	2	0	0	0	0	0
PROFESSIONAL											
Biologist (401)	1	0	0	0	0	1	0	0	0	0	0
Microbiologist (403)	1	0	0	0	0	1	0	0	0	0	0
HSA (601)	2	3	0	0	2	1	1	1	0	0	0
Medical Officer (602)	1	0	0	1	0	0	0	0	0	0	0
Nurse (610)	0	0	0	0	0	0	0	0	0	0	0
Medical Tech. (644)	3	1	0	1	1	1	0	1	0	0	0
Chemist (1320)	0	0	0	0	0	0	0	0	0	0	0
Librarian (1410)	1	0	0	0	0	1	0	0	0	0	0
ADMINISTRATIVE											
Personnel Mgmt. Spec. (201)	0	0	0	0	0	0	0	0	0	0	0
Computer Spec. (334)	1	0	0	0	0	1	0	0	0	0	0
Admin. Officer (341)	1	0	0	0	0	1	0	0	0	0	0
Program Analyst (345)	0	0	0	0	0	0	0	0	0	0	0
General Bus./Industry (1101)	0	0	0	0	0	0	0	0	0	0	0
Contract/Proc. Spec. (1102)	5	2	0	0	0	3	1	2	1	0	0
Tech. Info. Spec. (1412)	0	0	0	0	0	0	0	0	0	0	0
TECHNICAL											
Biological Lab Tech. (404)	0	3	3	0	0	0	0	0	0	0	0

FY 1989 HIRING GOALS BY RNO GROUP, OCCUPATIONAL CATEGORY, AND SERIES
(PERCENT %)

	TOTAL		NONMINORITY	BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	M	F	F	M	F	M	F	M	F	M	F
PROFESSIONAL	23.5	7.8	0	11.2	4.2	6.4	3	5	0	0.9	0.6
ADMINISTRATIVE	12.3	7.9	0	0	4.2	6.4	3.1	5	0	0.9	0.6
TECHNICAL	10.9	5.6	0	0	0	6.3	2.4	3.7	1.8	0.9	1.4
PROFESSIONAL											
Biologist (401)	6.8	2.5	0	0	0	5.9	0	0	1.9	0.9	0.6
Microbiologist (403)	26.1	18.9	0	11.2	15.4	9.1	1.1	4.9	1.9	0.9	0.5
HSA (601)	17.2	14.3	0	0	9.8	7.6	4	8.9	0	0.7	0.5
Medical Officer (602)	12.0	9.4	0	7.5	4.9	3.8	4	0	0	0.7	0.5
Nurse (610)	0	10.3	0	0	4.9	0	3	0	2	0	0.4
Medical Tech. (644)	30.0	13.5	0	14.7	10.5	5.9	1.1	8.8	1.9	0.6	0
Chemist (1320)	15.1	7.2	0	4.1	4.9	10.1	1.7	0	0	0.9	0.6
Librarian (1410)	39.4	7.6	0	15.3	0	10.1	5.1	13.1	1.9	0.9	0.6
ADMINISTRATIVE											
Personnel Mgmt. Spec. (201)	21.1	6.1	0	13.3	0	2.6	3.5	3.9	1.9	1.3	0.7
Computer Spec. (334)	12.6	4.0	0	0	0	7.5	3.5	3.8	0	1.3	0.5
Admin. Officer (341)	17.2	6.3	0	0	0	10.1	3.5	5.8	2.1	1.3	0.7
Program Analyst (345)	43.2	6.1	0	26.6	0	10.1	3.5	5.8	1.9	0.7	0.7
General Bus./Industry (1101)	12.4	5.6	0	0	0	7.5	4	3.8	0.9	1.1	0.7
Contract/Proc. Spec. (1102)	17.2	6.2	0	0	0	10.1	2.5	5.8	3	1.3	0.7
Tech. Info. Spec. (1412)	32.3	5.3	0	19.7	0	7.5	3.5	3.8	1.1	1.3	0.7
TECHNICAL											
Biological Lab Tech. (404)	13.5	49.0	43.2	0	0	7.5	1.8	5.6	3.5	0.4	0.5

FY 1989 INTERNAL MOVEMENT GOALS BY RNO GROUP, OCCUPATIONAL CATEGORY, AND SERIES
(NUMBER #)

	TOTAL		NONMINORITY	BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	M	F	F	M	F	M	F	M	F	M	F
PROFESSIONAL	14	13	0	5	8	6	4	2	0	1	1
ADMINISTRATIVE	2	8	0	0	5	1	3	0	0	1	0
TECHNICAL	6	2	0	0	0	4	1	1	0	1	1
PROFESSIONAL											
Biologist (401)	3	1	0	0	0	3	0	0	1	0	0
Microbiologist (403)	4	2	0	1	2	2	0	1	0	0	0
HSA (601)	4	4	0	0	3	2	1	2	0	0	0
Medical Officer (602)	1	1	0	1	0	0	1	0	0	0	0
Nurse (610)	0	0	0	0	0	0	0	0	0	0	0
Medical Tech. (644)	0	0	0	0	0	0	0	0	0	0	0
Chemist (1320)	3	3	0	1	2	2	1	0	0	0	0
Librarian (1410)	0	0	0	0	0	0	0	0	0	0	0
ADMINISTRATIVE											
Personnel Mgmt. Spec. (201)	0	0	0	0	0	0	0	0	0	0	0
Computer Spec. (334)	2	1	0	0	0	1	1	1	0	0	0
Admin. Officer (341)	0	0	0	0	0	0	0	0	0	0	0
Program Analyst (345)	1	0	0	0	0	1	0	0	0	0	0
General Bus./Industry (1101)	0	0	0	0	0	0	0	0	0	0	0
Contract/Proc. Spec. (1102)	1	0	0	0	0	1	0	0	0	0	0
Tech. Info. Spec. (1412)	1	0	0	1	0	0	0	0	0	0	0
TECHNICAL											
Biological Lab Tech. (404)	2	4	4	0	0	1	0	1	0	0	0

FY 1989 INTERNAL MOVEMENT GOALS BY RNO GROUP, OCCUPATIONAL CATEGORY, AND SERIES (PERCENT %)

	TOTAL		NONMINORITY	BLACK		HISPANIC		ASIAN		NATIVE AMERICAN	
	M	F	F	M	F	M	F	M	F	M	F
PROFESSIONAL	23.5	7.8	0	11.2	4.2	6.4	3	5	0	0.9	0.6
ADMINISTRATIVE	12.3	7.9	0	0	4.2	6.4	3.1	5	0	0.9	0.6
TECHNICAL	10.9	5.6	0	0	0	6.3	2.4	3.7	1.8	0.9	1.4
PROFESSIONAL											
Biologist (401)	6.8	2.5	0	0	0	5.9	0	0	1.9	0.9	0.6
Microbiologist (403	26.1	18.9	0	11.2	15.4	9.1	1.1	4.9	1.9	0.9	0.5
HSA (601)	17.2	14.3	0	0	9.8	7.6	4	8.9	0	0.7	0.5
Medical Officer (602)	12.0	9.4	0	7.5	4.9	3.8	4	0	0	0.7	0.5
Nurse (610)	0	10.3	0	0	4.9	0	3	0	2	0	0.4
Medical Tech. (644)	30.0	13.5	0	14.7	10.5	5.9	1.1	8.8	1.9	0.6	0
Chemist (1320)	15.1	7.2	0	4.1	4.9	10.1	1.7	0	0	0.9	0.6
Librarian (1410)	39.4	7.6	0	15.3	0	10.1	5.1	13.1	1.9	0.9	0.6
ADMINISTRATIVE											
Personnel Mgmt. Spec. (201)	21.1	6.1	0	13.3	0	2.6	3.5	3.9	1.9	1.3	0.7
Computer Spec. (334)	12.6	4.0	0	0	0	7.5	3.5	3.8	0	1.3	0.5
Admin. Officer (341)	17.2	6.3	0	0	0	10.1	3.5	5.8	2.1	1.3	0.7
Program Analyst (345)	43.2	6.1	0	26.6	0	10.1	3.5	5.8	1.9	0.7	0.7
General Bus./Industry (1101)	12.4	5.6	0	0	0	7.5	4	3.8	0.9	1.1	0.7
Contract/Proc. Spec. (1102)	17.2	6.2	0	0	0	10.1	2.5	5.8	3	1.3	0.7
Tech. Info. Spec. (1412)	32.3	5.3	0	19.7	0	7.5	3.5	3.8	1.1	1.3	0.7
TECHNICAL											
Biological Lab Tech. (404)	13.5	49.0	43.2	0	0	7.5	1.8	5.6	3.5	0.4	0.5

FY 1989 Update

New/Revised Objectives and Action Items

FY 1989 Update

Asians

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROGRAM ANALYSIS

REPRESENTATION OF ASIANS IN THE NIH WORK FORCE
As of 09/24/88

I. **Total Permanent Work Force**

Asians represent 3.3% (379) of the total permanent work force of 11,435 employees; 150 (1.3%) are male and 229 (2.0%) are female.

II. **Permanent Work Force By Pay Plan**

GS/GM: Of 9,518 permanent employees in the General Schedule and Merit Pay systems, 357 (3.8%) are Asian; 133 (1.4%) are male and 224 (2.4%) are female.

SES: Of 175 permanent employees in the Senior Executive Service, 3 (1.7%) are Asian (males).

WAGE: Of 1,040 permanent Wage System employees, 2 (0.2%) are Asian (males).

CC: Of 699 permanent employees in the Commissioned Corps, 17 (2.4%) are Asian; 12 (1.7%) are male and 5 (0.7%) are female.

III. **PATCO Profile and Populous Series**

Profile (Permanent GS/GM Employment)

Professional: Of 3,590 employees in professional positions, 240 (6.7%) are Asian; 102 (2.8%) are male and 138 (3.8%) are female.

Administrative: Of 2,008 employees in administrative positions, 38 (1.9%) are Asian; 7 (0.3%) are male and 31 (1.5%) are female.

Technical: Of 1,865 employees in technical positions, 31 (1.7%) are Asian; 13 (0.7%) are male and 18 (1.0%) are female.

Clerical: Of 1,885 employees in clerical positions, 41 (2.2%) are Asian; 6 (0.3%) are male and 35 (1.9%) are female.

Other: Of 170 employees in other positions, 7 (4.1%) are Asian; 5 (2.9%) are male and 2 (1.2%) are female.

PROGRAM ANALYSIS

REPRESENTATION OF ASIANS IN THE NIH WORK FORCE
As of 09/24/88

Populous Professional Series (All Permanent Employment)

Biologist: Of 486 permanent employees in this series, 31 (6.4%) are Asian; 12 (2.5%) are male and 19 (3.9%) are female.

Health Scientist Administrator: Of 512 permanent employees in this series, 24 (4.7%) are Asian; 18 (3.5%) are male and 6 (1.2%) are female.

Medical Officer: Of 577 permanent employees in this series, 19 (3.3%) are Asian; 14 (2.4%) are male and 5 (0.9%) are female.

Nurse: Of 849 employees in this series, 39 (4.6%) are Asian; 1 (0.1%) is male and 38 (4.5%) are female.

Chemist: Of 567 employees in this series, 60 (10.6%) are Asian; 29 (5.1%) are male and 31 (5.5%) are female.

Microbiologist: Of 285 employees in this series, 18 (6.3%) are Asian; 10 (3.5%) are male and 8 (2.8%) are female.

Medical Technologist: Of 145 employees in this series, 10 (6.9%) are Asian; 1 (0.7%) is male and 9 (6.2%) are female.

Populous Administrative Series

Computer Specialist: Of 400 employees in this series, 13 (3.3%) are Asian; 2 (0.5%) are male and 11 (2.8%) are female.

Contract/Procurement Specialist: Of 221 employees in this series, 2 (0.9%) are Asian; both are female.

Personnel Management Specialist: Of 119 employees in this series, 3 (2.5%) are Asian; 1 (0.8%) is male and 2 (1.7%) are female.

Administrative Officer: Of 210 employees in this series; 1 (0.5%) is Asian; she is female.

PROGRAM ANALYSIS

REPRESENTATION OF ASIANS IN THE NIH WORK FORCE
As of 09/24/88

Program Analyst: Of 161 employees in this series, 1 (0.6%) is Asian; she is female.

Grants Management Specialist: Of 154 employees in this series, 4 (2.6%) are Asian; 1 (0.6%) is male and 3 (1.9%) are female.

Librarian: Of 114 employees in this series, 14 (12.3%) are Asian; 1 (0.9%) is male and 13 (11.4%) are female.

Technical Information Specialist: Of 127 employees in this series; 9 (7.1%) are Asian; 1 (0.8%) is male and 8 (6.3%) are female.

Populous Technical Series

Biological Technician: Of 333 employees in this series; 6 (1.8%) are Asian; 2 (0.6%) are male and 4 (1.2%) are female.

IV. **Accessions** (FY 88 - GS/GM/ES)

Of 2,007 accessions to permanent and temporary positions, 134 (6.7%) were Asian; 55 (2.7%) were male and 79 (4.0%) were female.

Of 1,053 accessions to permanent positions, 42 (4.0%) were Asian; 13 (1.2%) were male and 29 (2.8%) were female.

Of 954 accessions to temporary positions, 92 (9.6%) were Asian; 42 (4.4%) were male and 50 (5.2%) were female.

V. **Promotions** (FY 88 - GS/GM/ES)

Of 1,729 promotions in permanent and temporary positions, 59 (3.4%) were received by Asians; 15 (0.9%) were male and 44 (2.5%) were female.

Of 1,710 promotions of employees in permanent positions, Asians received 59 (3.5%); 15 (0.9%) were male and 44 (2.6%) were female.

Of 19 promotions of employees in temporary positions, no Asians were promoted.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROGRAM ANALYSIS

REPRESENTATION OF ASIANS IN THE NIH WORK FORCE
As of 09/24/88

VI. Average Grade (GS/GM)

The average grade of Asian male employees in all full-time, part-time, permanent, and temporary GS/GM positions is 10.6; for Asian females it is 9.1.

The average grade of full-time permanent Asian male employees is 11.8; for Asian females it is 9.7.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROBLEM BARRIER/IDENTIFICATION

Asian/Pacific Islander American Advisory Committee (A/PIAAC)

The A/PIAAC was formally established on February 16, 1987, with the approval of its charter by the Director, DEO. The committee has been functioning since September 1988 and is seeking full representation from the BIDs. The committee submitted the following issues for inclusion in the AEP Update for FY 1989:

- o Asian/Pacific Islander males and females are underrepresented in certain supervisory positions at the GS/GM-15/SES levels, especially female Asian/Pacific Islanders. The target date for overcoming this manifest imbalance is September 1989.

- o Asian/Pacific Islander males are underrepresented in certain job series in the administrative and technical categories.

- o Asian/Pacific Islander females are not represented in senior positions in the following job categories: professional and administrative (SES) and technical.

- o Asian/Pacific Islanders should be provided the same consideration for recruitment and career development programs as other minorities, especially those designed for the development of supervisory and management skills.

- o Asian/Pacific Islander nurses at the Clinical Center are underrepresented in supervisory positions. They should be afforded equal treatment in job assignments and encouraged to participate in career enhancement programs.

- o Asian/Pacific Islander cultural awareness should be included in EEO training sessions for managers and supervisors.

FY 1989 Update

Blacks

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROGRAM ANALYSIS

REPRESENTATION OF BLACKS IN THE NIH WORK FORCE
As of 09/24/88

I. **Total Permanent Work Force**

Blacks represent 23.0% (2,631) of the total NIH work force of 11,435 permanent employees; 9.4% (1,075) are male, 13.6% (1,556) are female.

II. **Permanent Work Force By Pay Plan**

GS/GM: Blacks represent 20.8% (1,983) of the 9,518 employees in General Schedule and Merit Pay positions; 635 (6.7%) are male and 1,348 (14.2%) are female.

ES: Blacks represent 2.3% (4) of the 175 employees in the Senior Executive Service; 2 (1.1%) are male and 2 (1.1%) are female.

WAGE: Blacks represent 58.8% (611) of the 1,040 Wage system employees; 40.8% (424) are male and 18.0% (187) are female.

CC: Blacks represent 4.7% (33) of the 699 employees in the Commissioned Corp; 2.0% (14) are male and 2.7% (19) are female.

III. **PATCO Profile and Populous Series** (Permanent Employees)

The representation of Blacks in permanent positions in the PATCO categories is as follows:

Professional: Blacks represent 6.5% (234) of the 3,590 permanent employees in professional positions at NIH: 2.3% (83) are male and 4.2% (151) are female.

Administrative: Blacks represent 17.1% (343) of the 2,008 permanent employees in this category: 7.5% (150) are male and 9.6% (193) are female.

Technical: Blacks represent 38.8% (723) of the 1,865) permanent employees in this category: 14.2% (264) are male and 24.6% (459) are female.

Clerical: Blacks represent 32.7% (616) of the 1,885 permanent employees in this category: 4.4% (83) are male and 28.3% (533) are female.

PROGRAM ANALYSIS

REPRESENTATION OF BLACKS IN THE NIH WORK FORCE
As of 09/24/88

Other: Blacks represent 39.4% (67) of the 170 permanent employees in other positions (e.g., Fire Protection and Prevention, Police and Guard, and Animal Caretakers): 32.4% (55) are male and 7.1% (12) are female.

Populous Professional Series:

Biologist: Blacks represent 12.1% (59) of the 486 permanent employees in this series: 5.6% (27) are male and 6.6% (32) are female.

Microbiologist: Blacks represent 4.6% (13) of the 285 permanent employees in this series: 2.1% (6) are male and 2.5% (7) are female.

Health Scientist Administrator: Blacks represent 6.1% (31) of the 512 permanent employees in this series: 4.1% (21) are male and 2.0% (10) are female.

Medical Officer: Blacks represent 1.7% (10) of the 577 permanent employees in this series: 0.9% (5) are male and 0.9% (5) are female.

Nurse: Blacks represent 6.1% (52) of the 849 permanent employees in this series: 0.4% (3) are male and 5.8% (49) are female.

Medical Technologist: Blacks represent 8.3% (12) of the 145 permanent employees in this series: 0.7% (1) is male and 7.6% (11) are female.

Librarian: Blacks represent 9.6% (11) of the 114 permanent employees in this series: 1.8% (2) are male and 7.9% (9) are female.

Populous Administrative Series:

Personnel Management Specialist: Blacks represent 28.6% (34) of the 119 permanent employees in this series: 8.4% (10) are male and 20.2% (24) are female.

Computer Specialist: Blacks represent 12.3% (49) of the 400 permanent employees in this series: 6.5% (26) are male and 5.8% (23) are female.

Administrative Officer: Blacks represent 16.7% (35) of the 210 permanent employees in this series: 6.7% (14) are male and 10.0% (21) are female.

PROGRAM ANALYSIS

REPRESENTATION OF BLACKS IN THE NIH WORK FORCE
As of 09/24/88

Program Analyst: Blacks represent 9.9% (16) of the 161 permanent employees in this series: 2.5% (4) are male and 7.5% (12) are female.

Grants Management Specialist: Blacks represent 12.3% (19) of the 154 permanent employees in this series: 4.5% (7) are male and 7.8% (12) are female.

Contract/Procurement Specialist: Blacks represent 24.0% (53) of the 221 permanent employees in this series: 9.5% (21) are male and 14.5% (32) are female.

Technical Information Specialist: Blacks represent 11.8% (15) of the 127 permanent employees in this series: 3.9% (5) are male and 7.9% (10) are female.

Populous Technical Series:

Biological Technician: Blacks represent 53.8% (179) of the 333 permanent employees in this series: 32.7% (109) are male and 21.0% (70) are female.

IV. Accessions (FY 88)

Of 2,007 accessions, 488 (24.3%) were Black; 126 (6.3%) were male and 362 (18.0%) were female.

Of 1,053 accessions to permanent positions, 293 (27.8%) were Black; 56 (5.3%) were male and 237 (22.5%) were female.

Of the 954 accessions to temporary positions, 195 (20.4%) were Black; 70 (7.3%) were male and 125 (13.1%) were female.

V. Promotions (FY 88)

Of 1,729 promotions, 392 (22.7%) were received by Blacks; 88 (5.1%) were male and 304 (17.6%) were female.

Of 1,710 promotions of employees in permanent positions, Blacks received 390 (22.8%); 88 (5.1%) were male and 302 (17.7%) were female.

PROGRAM ANALYSIS

REPRESENTATION OF BLACKS IN THE NIH WORK FORCE
As of 09/24/88

Of 19 promotions of employees in temporary positions, Black females received 2 (10.5%).

VI. Average Grade

The average grade of full-time permanent GS and GM Black males is 8.4; for Black females it is 6.9. The average grade of all full-time permanent GS and GM employees is 11.2.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

PROVIDE A NARRATIVE DESCRIBING THE PROBLEMS/BARRIERS IDENTIFIED

There is an underrepresentation of Blacks on NIH Advisory Committees. This results in a lack of real research support (financial) to historically Black institutions.

Non-support of Blacks in the scientific research community and retention of these Black professionals; i.e., limited Black staff fellow conversions during the past six years at NIH.

The non-selection of highly qualified Black candidates for positions throughout the NIH. No strategies, programs, and/or initiatives launched to address this problem.

REPRESENTATION OF BLACKS

IN

FULL AND PART-TIME PERMANENT

POSITIONS AT NIH

CATEGORIES	ALL	M	F	BLACKS TOTAL	BLACKS M	BLACKS F	OTHER MGD
PROFESSIONAL	3,590	1,542	2,048	234	83	151	
ADMINISTRATIVE	2,008	752	1,256	343	150	193	
TECHNICAL	1,865	542	1,323	723	264	459	
CLERICAL	1,885	172	1,713	616	83	533	1
OTHER	170	122	48	67	55	12	
ES	175	150	25	4	2	2	
WAGE	1,040	841	199	611	424	187	
CC	699	542	157	33	14	19	1
ALL OTHER	3	3	0	0	0	0	
GRAND TOTAL	11,345	4,666	6,769	2,631	1,075	1,556	2

Source: PHS WIPS System Data as of 9/24/88.

FY 1989 Update

Hispanics and Native Americans

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROGRAM ANALYSIS

REPRESENTATION OF HISPANICS IN THE NIH WORK FORCE
As of 09/24/88

I. **Total Permanent Work Force**

Hispanics represent 1.2% (135) of the total NIH work force of 11,435 employees: 0.4% (51) male and 0.7% (84) are females.

II. **Permanent Work Force by Pay Plan**

GS/GM: Hispanics represent 1.3% (121) of the 9,518 employees in General Schedule and Merit Pay positions; 0.4% (41) are male and 0.8% (80) are female.

Wage: Hispanics represent 0.6% of 1,040 Wage system employees; 0.6% (6) are male.

ES: There are no Hispanics of the 175 employees represented in this series.

CC: Hispanics represent 1.1% (8) the 699 employees in the Commissioned Corps; 0.6% (4) are male and 0.6% (4) are female.

III. **PATCO Profile and Populous Series** (Permanent Employment)

The representation of Hispanics in the PATCO categories GS/GM is as follows:

Professional: Hispanics represent 1.9% (67) of the 3,590 employees in professional positions at NIH; 0.7% (25) are male and 1.2% (42) are female.

Administrative: Hispanics represent 0.8% (17) of the 2,008 employees in administrative positions at NIH 0.4% (9) are male and 0.4% (8) are female.

Technical: Hispanics represent 0.9% (17) of the 1,865 employees in technical positions at NIH; 0.3% (5) are male and 0.6% (12) are female.

Clerical: Hispanics represent 1.0% (18) of the 1,885 employees in clerical positions at NIH; 0.1% (2) are male and 0.8% (16) are female.

Other: Hispanics represent 1.2% (2) of the 170 employees in other positions (e.g., Fire Protection and Prevention, Police and Guard, and Animal Caretakers); 1.2% (2) are female.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROGRAM ANALYSIS

REPRESENTATION OF HISPANICS IN THE NIH WORK FORCE
As of 09/24/88

Populous Professional Series (All permanent employment)

Biologist: Hispanics represent 2.7% (13) of the 486 employees in this series; 0.6% (3) are male and 2.1% (10) are female.

Health Scientist Administrator: Hispanics represent 1.6% (8) of the 512 employees in this series; 1.2% (6) are male and 0.4% (2) are female.

Medical Officer: Hispanics represent 1.6% (9) of the 577 employees in this series; 1.2% (7) are male and 0.3% (2) are female.

Nurse: Hispanics represent 2.2% (19) of the 849 employees in this series; 1.9% (16) are female; and 0.4% (3) are males.

Chemist: Hispanics represent 1.2% (7) of the 567 employees in this series; 0.4% (2) are males and 0.9% (5) are female.

Microbiologist: Hispanics represent 1.4% (4) of the 285 employees in this series; 0.7% (2) are male and 0.7% are female.

Populous Administrative Series

Computer Specialist: Hispanics represent 0.5% (2) of the 400 employees in this series; 0.3% (1) is male and 0.3% (1) is female.

Contract Specialist: Hispanics represent 0.5% (1) female of the 221 employees in this series; 0.5% (1) is female.

Personnel Management Specialist: Hispanics represent 2.5% (3) of the 119 employees in this series; 1.7% (2) are male and 0.8% (1) is female.

Administrative Officer: Hispanics represent 0.5% (1) of the 210 employees in this series; 1 female.

Program Analyst: Hispanics represent 1.2% (2) of the 161 employees in this series; 0.6% (1) is a males and 0.6% (1) is a female.

PROGRAM ANALYSIS

REPRESENTATION OF HISPANICS IN THE NIH WORK FORCE
As of 09/24/88

Contract/Procurement Specialist: Hispanics represent 0.5% (1) of the 221 employees in this series 0.5% (1) is a female.

Librarian: There are no Hispanics of the 114 employees represented in this series.

Technical Information Specialist: Hispanics represent 1.6% (2) of the 127 employees in this series 0.8% (1) is a male and 0.8% (1) is a female.

Grants Management Specialist: Hispanics represent 1.9% (3) of the 154 employees in this series 1.3% (2) are males and 0.6% (1) is female.

Populous Technical Series

Biological Technician: Hispanics represent 0.9% (3) of the 333 employees in this series; 0.3% (1) is male and 0.6% (2) are female.

Medical Technologist: Hispanics represent 2.8% (4) of the 145 employees in this series; 0.7% (1) is male and 2.1% (3) are female.

IV. **Accessions** (FY 88)

Of 2,007 accessions, Hispanics acceded to 57 (2.8%) positions; 26 (1.2%) were male and 31 (1.5%) were female.

V. **Promotions** (FY 88)

Of 1,729 promotions of employees in permanent positions, Hispanics received 21 (1.2%) 4 (0.2%) were male and 17 (0.9%) were female.

VI. **Average Grade**

The average grade of full-time permanent GS and GM Hispanic males is 11.7 and for Hispanic females it is 8.6. The average grade of all full-time permanent GS and GM employees is 11.2 for males and 8.7 for females.

REPRESENTATION OF HISPANICS

IN

FULL AND PART-TIME PERMANENT

POSITIONS AT NIH

CATEGORIES	TOTAL ALL	TOTAL M	TOTAL F	HISPANICS ALL	HISPANICS M	HISPANICS F
PROFESSIONAL	3,590	1,542	2,048	67	25	42
ADMINISTRATIVE	2,008	752	1,256	17	9	8
TECHNICAL	1,865	542	1,323	17	5	12
CLERICAL	1,885	172	1,713	18	2	16
OTHER	170	122	48	2	0	2
ES	175	150	25	0	0	0
WAGE	1,040	841	199	6	6	0
CC	699	542	157	8	4	4
ALL OTHER	3	3	0	0	0	0
GRAND TOTAL	11,435	4,666	6,769	135	51	84

Source: PHS WIPS system data as of 9/24/88

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE

PROGRAM ANALYSIS

REPRESENTATION OF NATIVE AMERICANS IN THE NIH WORK FORCE
AS OF 9/24/88

I. **Total Permanent Work Force**

Native Americans represent 0.2% (26) of the total NIH work force of 11,435 employees: 0.1% (6) are male and 0.2% (20) are female.

II. **Permanent Work Force by Pay Plan**

GS/GM: Native Americans represent 0.2% (21) of the 9,518 employees in General Schedule and Merit Pay positions; <0.1% (4) are male and 0.2% (17) are female.

ES: There are no Native Americans of the 175 employees represented in this series.

Wage: Native Americans represent 0.2% (2) of 1,040 Wage system employees; 0.1% is male and 0.1% (1) is female.

CC: Native Americans represent 0.4% (3) of the 699 employees in the Commissioned Corps; 0.1% (1) is male and 0.3% (2) are female.

III. **PATCO Profile and Populous Series** (Permanent Employment)

The representation of Native Americans in the PATCO categories GS/GM is as follows:

Professional: Native Americans represent 0.1% (4) of the 3,590 employees in professional positions at NIH; <0.1% (1) is male and <0.1% (3) are female.

Administrative: Native Americans represent 0.1% (2) of the 2,008 employees in administrative positions at NIH; <0.1% (1) is male and <0.1% (1) is female.

Technical: Native Americans represent 0.4% (8) of the 1,865 employees in technical positions at NIH; 0.1% (2) are male and 0.3% (6) are female.

Clerical: Native Americans represent 0.3% (6) of the 1,885 employees in clerical positions at NIH; 0.3% (6) are female.

Other: Native Americans represent 0.6% (1) of the 170 employees in other positions (IE. Fire Protection and prevention etc. 0.6% (1) is a female.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE

PROGRAM ANALYSIS

REPRESENTATION OF NATIVE AMERICANS IN THE NIH WORK FORCE AS OF 9/24/88

Populous Professional Series (All permanent employment)

Biologist: There are no Native Americans of the 486 employees represented in this series.

Health Scientist Administrator: There are no Native Americans of the 512 employees represented in this series.

Medical Officer: There are no Native Americans of the 577 employees represented in this series.

Nurse: Native Americans represent 0.6% (5) of the 849 employees in this series; 0.2% (2) are male and 0.4% (3) are female.

Chemist: There are no Native Americans of the 567 employees represented in this series.

Microbiologist: Native Americans represent 0.4% (1) of the 285 employees in this series; 0.4% (1) is female.

Populous Administrative Series

Computer Specialist: Native Americans represent 0.3% (1) of the 400 employees in this series; 0.3% (1) is female.

Contract Specialist: There are no Native Americans of the 221 employees represented in this series.

Personnel Management Specialist: There are no Native Americans of the 119 employees represented in this series.

Administrative Officer: There are no Native Americans of the 210 employees represented in this series.

Program Analyst: Native Americans represent 0.6% (1) of the 161 employees represented in this series 0.6% (1) is a male.

PROGRAM ANALYSIS

REPRESENTATION OF NATIVE AMERICANS IN THE NIH WORK FORCE AS OF 9/24/88

Contract Procurement Specialist: There are no Native Americans of the 221 employees represented in this series.

Librarian: There are no Native Americans of the 114 employees represented in this series.

Technical Information Specialist: There are no Native Americans of the 127 employees represented in this series.

Grants Management Specialist: There are no Native Americans of the 154 employees represented in this series.

Populous Technical Series

Biological Technician: Native Americans represent 0.6% (2) of the 333 employees in this series; 0.6% (2) are male.

Medical Technologist: Native Americans represent 0.7% (1) of the 143 employees represented in this series 0.7% is female.

IV. Accessions (FY 88 - GS/GM/ES)

Of 2,007 accessions, 7 (0.3%) were Native Americans; 2 (<0.1%) were male and 5 (0.2%) were female.

V. Promotions (FY 88 - GS/GM/ES)

Of 1,729 promotions, Native Americans received 4 (0.2%) all were female.

VI. Average Grade

The average grade of all full-time permanent GS and GM Native American males is 9.3% for Native American females, it is 6.8%. The average grade of all full-time permanent GS and GM employees is 11.3 for males and 8.7 for females.

REPRESENTATION OF NATIVE AMERICANS

IN

FULL AND PART-TIME PERMANENT

POSITIONS AT NIH

CATEGORIES	TOTAL ALL	TOTAL M	TOTAL F	NATIVE AMERICANS ALL	NATIVE AMERICANS M	NATIVE AMERICANS F
PROFESSIONAL	3,590	1,542	2,048	4	1	3
ADMINISTRATIVE	2,008	752	1,256	2	1	1
TECHNICAL	1,865	542	1,323	8	2	6
CLERICAL	1,885	172	1,713	6	0	6
OTHER	170	122	48	1	0	1
ES	175	150	25	0	0	0
WAGE	1,040	841	199	2	1	1
CC	699	542	157	3	1	2
ALL OTHER	3	3	0	0	0	0
GRAND TOTAL	11,435	4,666	6,769	26	6	20

Source: PHS WIPS system data as of 9/24/88

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROGRAM ANALYSIS

WORK FORCE

An analysis of the NIH work force was conducted by PATCO and grade groupings for FY 1988, using the CPDF Data. An analysis was also conducted by major occupations and PATCO using National CLF Data for comparisons.

PATCO ANALYSIS

The analysis revealed that there is a **conspicuous absence** in the following categories and EEO groups.

PROFESSIONAL: Hispanic Males (Entry, Mid, ES) and Females (Senior, ES); Native American Males (Entry, Senior, ES) and Females (Senior, ES).

ADMINISTRATIVE: Hispanic Males (Mid, Senior, ES) and Females (ES); Native American Males (Mid, ES) and Females (Entry, Senior, ES).

TECHNICAL: Hispanic Males (Entry, Senior) and Females (Senior); Native American Males (Entry, Mid, Senior) and Females (Entry, Senior).

CLERICAL: Hispanic Males (Entry, Mid, Senior) and Females (Senior); Native American Males (Entry, Mid, Senior) and Females (Senior).

OTHER: Hispanic Males (Entry, Mid, Senior) and Females (Mid, Senior); Native American Males and Females (Entry, Mid, Senior).

Manifest imbalance is shown in the following categories and EEO groups:

PROFESSIONAL: Hispanic Males (Senior) and Females (Senior); Native American Males (Mid).

ADMINISTRATIVE: Hispanic Males (Mid) and Females (Mid, Senior); Native American Males (Senior).

TECHNICAL: Hispanic Males (Mid) and Females (Mid).

CLERICAL: N/A.

OTHER: N/A.

PROGRAM ANALYSIS

PATCO ANALYSIS BY OCCUPATIONS

Further analysis reveals a **conspicuous absence** in the following occupations:

PROFESSIONAL:

401-BIOLOGIST: Hispanic Males (Entry, ES) and Females (ES); Native American Males (Entry, Mid, Senior, ES) and Females (Mid, Senior, ES).

403-MICROBIOLOGIST: Hispanic Males (Entry, ES) and Females (Entry, Senior, ES); Native Americans Males (Entry, Mid, ES) and Females (Mid, Senior, ES).

601-HEALTH SCIENTIST ADMINISTRATOR: Hispanic Males, (ES) and Females (ES); Native American Males (Senior, ES) and Females (Senior, ES).

602-Medical Officer: Hispanic Males, (ES) and Females (Senior, ES); Native American Males (Senior, ES) and Females (Senior, ES).

610-NURSE: Hispanic Males (Entry, Mid, Senior) and Females (Entry, Senior); Native American Males (Entry, Senior) and Females (Entry, Senior).

644-MEDICAL TECHNOLOGIST: Hispanic Males (Entry) and Females (Entry); Native American Males (Entry, Mid) and Females (Entry).

1320-CHEMIST: Hispanic Males (Entry, Mid, Senior, ES) and Females (ES); Native American Males (Entry, Mid, Senior, ES) and Females (Entry, Mid, Senior, ES).

1410-LIBRARIAN: Hispanic Males (Entry, Mid, Senior, ES) and Females (Entry, Mid, Senior, ES); Native American Males (Entry, Mid, Senior, ES) and Females (Entry, Mid, Senior, ES).

ADMINISTRATIVE:

201-PERSONNEL MANAGEMENT SPECIALIST: Hispanic Males (Entry) and Females (Entry, Senior); Native American Males (Entry, Mid, Senior) and Females (Entry, Mid, Senior).

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROGRAM ANALYSIS

PATCO ANALYSIS BY OCCUPATIONS

ADMINISTRATIVE (cont'd)

334-COMPUTER SPECIALIST: Hispanic Males (Mid, Senior, ES) and Females (Senior, ES); Native American Males (Entry, Mid, Senior, ES) and Females (Entry, Senior, ES).

341-ADMINISTRATIVE OFFICER: Hispanic Males (Entry, Mid, Senior, ES) and Females (Entry, Senior, ES); Native American Males (Entry, Mid, Senior, ES) and Females (Entry, Mid, Senior, ES).

345-PROGRAM ANALYST: Hispanic Males (Entry, Mid, ES) and (Females, Entry, Senior, ES); Native American Males (Entry, Mid, ES) and Females (Entry, Mid, Senior, ES).

1101-GRANTS MANAGEMENT SPECIALIST: Hispanic Males (Senior, ES) and Females (Mid, Senior, ES); Native American Males (Mid, Senior, ES) and Females (Mid, Senior, ES).

1102-CONTRACT/PROCUREMENT SPECIALIST: Hispanic Males (Entry, Mid, Senior) and Females (Entry, Mid); Native American (Entry, Mid, Senior) and Females (Entry, Mid, Senior).

1412-TECHNICAL INFORMATION SPECIALIST: Hispanic Males (Entry, Senior) and Females (Mid, Senior); Native American Males (Entry, Mid, Senior) and Females (Entry, Mid, Senior).

TECHNICAL:

404-BIOLOGICAL TECHNICIAN: Hispanic Males (Entry) and Females (Entry); Native American Males (Entry, Mid) and Females (Entry, Mid).

1101-GRANTS MANAGEMENT SPECIALIST: Hispanic Males (Entry, Mid) and Females (Entry); Native American Males (Entry, Mid) and Females (Entry, Mid).

There is no **manifest imbalance** reflected in the sixteen AEP targeted occupational series for Hispanics and Native Americans.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1988-1992 ACCOMPLISHMENT REPORT

PROBLEM/BARRIER IDENTIFICATION

A redirection of NIH efforts to include only internal activities will not help NIH meet its AEP objectives. Because Hispanics and Native Americans are not adequately represented in the work force, NIH needs to make a greater outreach effort than it is currently making. If NIH is to overcome the severe underrepresentation of Hispanics and Native Americans the following actions must be undertaken:

1. sensitize its managers, supervisors, EEO and personnel staff members to the cultural differences of its work force;

2. redirect and strengthen its recruitment efforts and priorities outside of NIH to areas where Hispanics and Native Americans are adequately represented;

3. reestablish viable recruitment sources/contracts and use them effectively;

4. reallocate resources, time; and

5. reaffirm NIH commitment to AEP through emphasis on proactive recruitment efforts and by holding not only personnel and EEO officials accountable for such efforts but more importantly, holding managers and supervisors accountable as well.

FY 1989 Update

Women

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE

PROGRAM ANALYSIS

REPRESENTATION OF WOMEN IN THE NIH WORK FORCE AS OF 9/24/88

I. **Total Permanent Work Force**

In the total NIH permanent work force of 11,435 employees, 6,769 (59.2%) are women; 1,556 (13.6%) are Black women, 84 (0.7%) are Hispanic women, 229 (2.0%) are Asian women, 20 (0.2%) are Native American women, and 4,879 (42.7%) are nonminority women. All minority women represent 16.5% of the total permanent work force. 1/

II. **Permanent Work Force By Pay Plan**

GS/GM: Of 9,518 permanent employees in the General Schedule and Merit Pay systems, 6,388 (67.1%) are women; 1,669 (17.5%) are minority women. 1/

ES: Of 175 permanent employees in the Senior Executive Service, 25 (14.3%) are women; 2 (1.1%) are minority women (both are Black).

WAGE: Of 1,040 permanent employees in the Wage system, 199 (19.1%) are women; 188 (18.1%) are minority women (187 Black, 1 Native American).

CC: Of 699 permanent employees in the Commissioned Corps, 157 (22.5%) are women, 30 (4.3%) are minority women.

III. **PATCO Profile and Populous Series**

Profile (Permanent GS/GM Employment)

Professional: Of 3,590 permanent employees in professional positions, 2,048 (57.0%) are women; 334 (9.3%) are minority women.

Administrative: Of 2,008 permanent employees in administrative positions, 1,256 (62.5%) are women; 233 (11.6%) are minority women.

Technical: Of 1,865 permanent employees in technical positions, 1,323 (70.9%) are women; 495 (26.5%) are minority women.

1/ Race is not designated for one woman (GS-303-07, Miscellaneous Clerk).

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE

PROGRAM ANALYSIS

REPRESENTATION OF WOMEN IN THE NIH WORK FORCE AS OF 9/24/88

Clerical: Of 1,885 permanent employees in clerical positions, 1,713 (90.9%) are women; 590 (31.3%) are minority women.

Other: Of 170 permanent employees in other positions, 48 (28.2%) are women; 17 (10.0%) are minority women.

Populous Professional Series (All Permanent Employment)

Biologist: Of 486 permanent employees in this series, 300 (61.7%) are women; 61 (12.6%) are minority women.

Microbiology: Of 285 permanent employees in this series, 151 (53.0%) are women; 18 (6.3%) are minority women.

Health Scientist Administrator: Of 512 permanent employees in this series, 174, (31.4%) are women; 18 (3.3%) are minority women.

Medical Officer: Of 577 permanent employees in this series, 70 (12.1%) are women; 12 (2.1%) are minority women.

Nurse: Of 849 permanent employees in this series, 805 (94.8%) are women; 106 (12.5%) are minority women.

Medical Technology: Of 145 permanent employees in this series, 126 (86.9%) are women; 24 (16.6%) are minority women.

Chemist: Of 567 permanent employees in this series, 219 (38.6%) are women; 50 (8.8%) are minority women.

Librarian: Of 114 permanent employees in this series, 100 (87.7%) are women; 22 (19.3%) are minority women.

Populous Administrative Series

Personnel Specialist: Of 119 permanent employees in this series, 88 (73.9%) are women; 27 (22.7%) are minority women.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE

PROGRAM ANALYSIS

REPRESENTATION OF WOMEN IN THE NIH WORK FORCE AS OF 9/24/88

Computer Specialist: Of 400 permanent employees in this series, 180 (45.0%) are women; 36 (9.0%) are minority women.

Administrative Officer: Of 210 permanent employees in this series, 146 (69.5%) are women; 23 (11.0%) are minority women.

Program Analyst: Of 161 permanent employees in this series, 117 (72.7%) are women; 14 (8.7%) are minority women.

Grants Management Specialist: Of 154 permanent employees in this series, 111 (72.1%) are women; 16 (10.4%) are minority women.

Contract Specialist: Of 221 permanent employees in this series, 133 (60.2%) are women; 35 (15.8%) are minority women.

Technical Information Services: Of 127 permanent employees in this series, 96 (75.6%) are women; 19 (15.0%) are minority women.

Populous Technical Series

Biological Technician: Of 333 permanent employees in this series, 137 (41.1%) are women; 76 (22.8%) are minority women.

IV. **Accessions** (FY 88 - GS/GM/ES)

Of 2,007 accessions to permanent and temporary positions, 1,429 (71.2%) were women; 477 (23.8%) of the accessions were minority women.

Of 1,053 accessions to permanent positions, 830 (78.8%) were women; 288 (27.4%) were minority women.

Of 954 accessions to temporary positions, 599 (62.8%) were women, 189 (19.8%) were minority women.

V. **Promotions** (FY 88 - GS/GM/ES)

Of 1,729 promotions in permanent and temporary positions, 1,360 (78.7%) were women; 369 (21.3%) were minority women.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE

PROGRAM ANALYSIS

REPRESENTATION OF WOMEN IN THE NIH WORK FORCE AS OF 9/24/88

Of 1,710 promotions of employees in permanent positions, 1,345 (78.7%) were women; 367 (21.5%) were minority women.

Of 19 promotions of employees in temporary positions, 15 (78.9%) were women; 2 (10.5%) were minority women.

IV. Average Grade (GS/GM)

The average grade of women in all full-time, part-time, permanent, and temporary GS/GM positions is 8.5%; the average grade of all men is 10.9%. In full-time permanent (FTP) employment, the average grade of women in 8.7% compared to 11.3% for men.

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

FY 1989 UPDATE

PROGRAM ANALYSIS

REPRESENTATION OF WOMEN IN THE NIH WORK FORCE AS OF 9/24/88

Among women in all positions and in FTP positions, Asian women have the highest average grade (9.0% in all positions; 9.7% in FTP positions) and nonminority women have the second highest average grade (8.9%) in all positions; 9.2% in FTP positions). The average grades of Asian and nonminority women are lower than the average grades of Asian, nonminority, Hispanic, and Native American men in all positions and in FTP positions.

Hispanic women have the third highest average grade among women in all positions (8.2%) and in FTP positions (8.6%). In all positions, the average grade of Hispanic women is lower than the average grades of Asian, Hispanic and nonminority males. In FTP positions, the average grade of Hispanic women is lower than the average grades of Asian, nonminority, Hispanic, and Native American men.

Among all sex, race, and ethnic groups, Native American women have the second lowest average grades (6.7% in all positions; 6.8% in FTP positions) and Black women have the lowest average grades (6.7% in all positions; 6.9% in FTP positions).

REPRESENTATION OF WOMEN

IN

FULL - AND PART-TIME PERMANENT

POSITIONS AT NIH

CATEGORIES	TOTAL ALL	TOTAL M	TOTAL F
PROFESSIONAL	3,590	1,542	2,048
ADMINISTRATIVE	2,008	752	1,256
TECHNICAL	1,865	542	1,323
CLERICAL	1,885	172	1,713
OTHER	170	122	48
ES	175	150	25
WAGE	1,040	841	199
CC	699	542	157
ALL OTHER	3	3	0
GRAND TOTAL	11,435	4,666	6,769

Source: PHS WIPS system data as of 9/24/88

AFFIRMATIVE EMPLOYMENT PROGRAM FOR MINORITIES AND WOMEN

ANNUAL AFFIRMATIVE EMPLOYMENT PROGRAM ACCOMPLISHMENT REPORT

SUMMARY ANALYSIS OF WORK FORCE

PROVIDE A NARRATIVE WORK FORCE ANALYSIS USING THE RELEVANT CIVILIAN LABOR FORCE. ANALYZE OCCUPATIONAL CATEGORIES, GRADE GROUPINGS, AND MAJOR OCCUPATIONS.

Slight improvements in the representation of women have occurred in each of the GS/GM 13, 14, and 15 levels. However, as noted in the 1988 report, banding continues to mask underrepresentation by women in the GS/GM 13-15 grade level band. Women who comprise 66.9% at the GS/GM 12 level, comprise 32.8% of the 13-15 band. This percentage is misleading in that it is skewed by the ratio of women at the GS/GM 13 level. Women constitute 43.2% of the GS/GM 13 level. There is a manifest imbalance in the GS/GM 14 level with only 29.8% women and in the GS/GM 15 level with only 19% women. Moreover, as can be seen in the table below, the actual number of males increases at each level from GS/GM 12 through 14.

GS/GM	TOTAL	MALE	FEMALE	% FEMALE
12	983	325	658	66.9
13	859	488	371	43.2
14	893	627	266	28.9
15	501	400	101	20.2

Clearly, the large numbers of women at the GS/GM 12 and 13 levels indicate a large labor pool at NIH from which to fill GS/GM 14 and 15 positions. The imbalance continues to be most obvious in certain job series, such as 334 Computer Specialist, 1102 Contracts Specialist, and 1320 Chemist. In series 334, 54.5% of males are Grade 13 or higher compared to only 31.7% of females. In series 1102, the percentages are 54% of males and 26.5% of females. For series 1320 the percentages are even more imbalanced with 65.7% of males and 24.5% of females at Grade 13 or higher.

The slight improvements since 1987 in both the total NIH statistics and those for the specific series noted above are encouraging. There has been no significant change in the degree of underrepresentation of nonminority women. Increased efforts in addressing identified barriers and meeting target dates for action items will aid in the hiring, retention, and advancement of women at all levels at NIH. Filling the position of Federal Women's Program Manager (vacant since September 1988) will significantly improve the monitoring and evaluation of actions identified in the AEP plan.

EEOC FORM 566 (8/87)

PROBLEM BARRIER/IDENTIFICATION

II. Work Force

The representation of women decreases from greater than 60% at grade levels below GS/GM 13. The percentages decrease significantly at each grade. By analyzing the representation of women in GS/GM 13-15 grade level band, the underrepresentation, which becomes more severe at each grade level, is masked.

No comparison of men and women has been completed in regard to years of government service, educational level, and time-in-grade at each grade level.

Based on the analysis of work force data for major occupational categories and series, conspicuous absence or manifest imbalance of Native American and Hispanic women exists at the GS 13-15 level of professional and administrative positions and a manifest imbalance of Black women exists at the GS 13-15 level level of professional positions.

In Senior Executive Service professional and administrative positions, there is a conspicuous absence or manifest imbalance of women from each EEO group.

In technical positions, there is a conspicuous absence of Native American women and a manifest imbalance of Hispanic women at the GS 9-12 level.

At the GS 13-15 level, there is a conspicuous absence of Native American women in all of the occupations reviewed, a conspicuous absence or manifest imbalance of Hispanic women in 12 occupations, a conspicuous absence or manifest imbalance of Black women in four occupations, and a conspicuous absence of Asian women in 4 occupations. In 11 of these occupations, there were no Native American women at any level. Native American women had representation in only two of these occupations, computer specialist and microbiologist; this representation was at the GS 5-8 level.

In the occupations reviewed, overall representation of women is less that 50 percent in the following series:

Computer Specialist	**47.8%**
Chemist	**38.6%**
Health Scientist Administrator	**34.0%**
Medical Officer	**12.1%**

Barriers that may have attributed to the manifest imbalance and conspicuous absence of women are addressed in appropriate program elements.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROGRAM ANALYSIS

II. **Work Force**

Data as of October 1, 1988 revealed that women represent 59.2 percent of the permanent work force of 11,435 employees and 67.1 percent of the GS-GM permanent work force of 9,518 employees. The representation of women is greater than 60 percent at each grade level for GS 1-12. At grade levels above GS-12, the representation decreased to less than 50 percent as follows:

Level	Representation of Women
GS/GM 13	43.2%
GS/GM 14	29.8%
GS/GM 15	20.2%
SES	14.3%

Women represent 22.5 percent of PHS Commissioned Corps Officers and 19.1 percent of Wage Grade positions.

Employment Categories

An analysis of women in PATCO categories by EEO group and grade band as compared to the appropriate labor force representation reveals:

In 3,590 professional positions, Native American women are conspicuously absent at the GS/GM 13-15 level. There is a manifest imbalance of Black and Hispanic women at this level.

In Senior Executive Service professional positions, there are no Hispanic, Asian, or Native American women. There is a manifest imbalance of Black and nonminority women.

In 2,008 administrative positions, there is a conspicuous absence of Native American women at the GS 9-12 and GS/GM 13-15 levels. There is a manifest imbalance of Hispanic women at the GS/GM 13-15 level.

In Senior Executive Service professional positions, there are no Hispanic, Asian, or Native American women; there is a manifest imbalance of nonminority women.

In 1,865 technical positions, there is a conspicuous absence of Native American women at the GS 9-12 level; there is a manifest imbalance of Hispanic women at this level.

In 1,885 clerical positions, there is a conspicuous absence of Black, Hispanic, Asian, and Native American women at the GS 9-12 level.

PROGRAM ANALYSIS

In 170 other positions, there is a conspicuous absence of Hispanic and Asian women and there is a manifest imbalance of Black women at the GS 5-8 level. There are no Hispanic, Asian, or nonminority women at the GS 9-12 level.

Occupational Series

Thirteen populous, mission-oriented occupations were reviewed for representation of women by EEO groups, with particular attention directed to their representation at the GS/GM 13-15 level. Conspicuous absence and manifest imbalance is shown for each occupation below:

Biologist: No Native American women at any level.
GS/GM 13-15: One Hispanic Women.

Microbiologist: GS/GM 13-15: No Black, Hispanic, or Native American women.

Health Scientist Administrator: No Native American women at any level.
GS/GM 13-15: Manifest imbalance of Hispanic women.

Medical Officer: No Hispanic or Native American women at any level.
GS/GM 13-15: Manifest imbalance of Black women.

Chemist: No Native American women at any level.
GS/GM 13-15: Conspicuous absence of Black women; manifest imbalance of Hispanic women.

Librarian: No Hispanic or Native American women at any level.

Personnel Management Specialist: No Native American women at any level.
GS/GM 13-15: No Hispanic or Asian women.

Computer Specialist: GS/GM 13-15: No Hispanic or Native American women.

Administrative Officer: No Native American women at any level.
GS/GM 13-15: No Hispanic or Asian women.

Program Analyst: No Native American women at any level.
GS/GM 13-15: No Hispanic or Asian women; manifest imbalance of Black women.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROGRAM ANALYSIS

Contract Specialist: No Native American women at any level.
GS/GM 13-15: No Hispanic women.

Native American women were represented in only two of the above occupations, i.e., computer specialist and microbiologist, and this representation was at the GS 5-8 level.

EEOC FORM 566 (1987)

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROBLEM BARRIER/IDENTIFICATION

IV. Recruitment and Hiring

1. Undesired Condition: Conspicuous absence and manifest imbalance of Native American, Hispanic, Black, and Asian women at the GS/GM 13-15 level of occupational categories and series as detailed in the work force analyses.

   Desired Condition: An increase in the selection of women in EEO groups in occupations where they are underrepresented.

   Probable Barrier A: Recruitment sources are not adequate to attract a sufficient pool of Native American, Hispanic, Black, and Asian women for positions in occupations where they are underrepresented.

   Alternative 1: Develop recruitment sources for applicants from outside NIH and a source of applicants from inside NIH.

   Alternative 2: Develop system to review GS/GM 13-15 recruitment and selection actions.

   Expected Results: Increase in applications from women who are underrepresented for selected occupations and subsequent increases in their representation in the work force.

   Follow-up Action: Monitor application and selection rate for underrepresented women.

   Probable Barrier B: Selecting officials are not fully informed concerning their affirmative employment responsibilities for recruitment and hiring and are not fully aware of the extent of underrepresentation of women.

   Alternative 1: Provide training and information to managers on underrepresentation of women and on affirmative employment responsibilities.

   Alternative 2: Involve managers in the development of recruitment strategies and encourage the use of COTA and CO OP authorities and advertisement of GS 13-15 positions at two grade levels.

   Follow-up Action: Track training provided, involvement of managers in recruitment, and results.

AFFIRMATIVE EMPLOYMENT PROGRAM PLAN FOR MINORITIES AND WOMEN

FY 1989 UPDATE REPORT

PROBLEM BARRIER/IDENTIFICATION

V. **Employee Development**

1. Undesired Condition: Women are underrepresented at GS/GM 13-15 level and SES levels.

   Desired Condition: Participation of women of all EEO groups in developmental training should result in increased representation of women in occupational categories and series where they are underrepresented.

   Probable Barrier: Women employees and supervisors are not fully aware of all employee training opportunities.

   Alternative 1: Include employee development plans in performance plans.

   Alternative 2: Include information on training programs and courses and supervisory responsibilities for employee development in supervisory training.

   Expected Results: Increased participation of women in training programs and subsequent increases in their representation in occupations and at grade levels where they are underrepresented.

   Follow-up Action: Ascertain extent and results of participation of women in employee development programs.

2. Undesired Condition: Women are underrepresented at GS/GM 13-15 and SES grade levels.

   Desired Condition: To expand management training options and participation of women.

   Probable Barrier: Existing management training is inadequate.

   Alternative: Refine mechanisms to provide information to employees and supervisors on management training programs.

   Expected Results: Increased participation of women in management training programs and subsequent increases in their participation in management positions.

APPENDIX

APPENDIX

1. PATCO Detailed Summary Report
2. URI Report
3. Net Change in URI Report
4. Net Change in Work Force Report
5. Average Grade Report
6. Personnel Transactions Reports

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORK FORCE INVENTORY
PERMANENT CAREER CAREER CONDITIONAL EMPLOYEES
SUMMARY - DETAIL #

DATA AS OF 09/30/88
REPORT PROCESSED 01/12/89

	TOTALS							MALES						FEMALES					
	TOTAL	BLACK	HISPN	ASIAN P. I.	AM.IN ALASK	NON MIN	OTHER MGD	TOTAL	BLACK	HISPN	ASIAN P. I.	AM.IN ALASK	NON MIN	TOTAL	BLACK	HISPN	ASIAN P. I.	AM.IN ALASK	NON MIN
PROF 1-4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5-8	128	14	3	7	1	103	0	26	3	0	3	0	20	102	11	3	4	1	83
9-12	1958	172	42	132	3	1609	0	418	53	8	24	1	332	1540	119	34	108	2	1277
13-15	1504	48	22	101	0	1333	0	1098	27	17	75	0	979	406	21	5	26	0	354
SUBTOTAL	3590	234	67	240	4	3045	0	1542	83	25	102	1	1331	2048	151	42	138	3	1714
ADMIN 1-4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5-8	114	32	2	3	0	77	0	26	10	1	0	0	15	88	22	1	3	0	62
9-12	1155	233	8	27	1	886	0	319	96	4	4	0	215	836	137	4	23	1	671
13-15	739	78	7	8	1	645	0	407	44	4	3	1	355	332	34	3	5	0	290
SUBTOTAL	2008	343	17	38	2	1608	0	752	150	9	7	1	585	1256	193	8	31	1	1023
TECH 1-4	48	30	0	0	0	18	0	19	11	0	0	0	8	29	19	0	0	0	10
5-8	1420	561	13	23	8	814	1	296	165	3	13	2	113	1124	396	10	10	6	701
9-12	393	132	4	8	0	249	0	223	88	2	0	0	133	170	44	2	8	0	116
13-15	4	0	0	0	0	4	0	4	0	0	0	0	4	0	0	0	0	0	0
SUBTOTAL	1865	723	17	31	8	1085	1	542	264	5	13	2	258	1323	459	12	18	6	827
CLER 1-4	523	259	7	10	3	244	0	108	52	1	3	0	52	415	207	6	7	3	192
5-8	1323	356	11	31	3	922	0	63	30	1	3	0	29	1260	326	10	28	3	893
9-12	39	1	0	0	0	38	0	1	1	0	0	0	0	38	0	0	0	0	38
13-15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	1885	616	18	41	6	1204	0	172	83	2	6	0	81	1713	533	16	35	6	1123
OTHER 1-4	48	21	1	5	0	21	0	23	14	0	3	0	6	25	7	1	2	0	15
5-8	104	41	1	1	1	60	0	83	36	0	1	0	46	21	5	1	0	1	14
9-12	11	5	0	0	0	6	0	9	5	0	0	0	4	2	0	0	0	0	2
13-15	7	0	0	1	0	6	0	7	0	0	1	0	6	0	0	0	0	0	0
SUBTOTAL	170	67	2	7	1	93	0	122	55	0	5	0	62	48	12	2	2	1	31
TOTAL GS & GM	9518	1983	121	357	21	7035	1	3130	635	41	133	4	2317	6388	1348	80	224	17	4718
TOTAL ES	175	4	0	3	0	168	0	150	2	0	3	0	145	25	2	0	0	0	23
TOTAL WAGE	1040	611	6	2	2	419	0	841	424	6	2	1	408	199	187	0	0	1	11
TOTAL CC	699	33	8	17	3	637	1	542	14	4	12	1	510	157	19	4	5	2	127
ALL OTHER TOTAL	3	0	0	0	0	3	0	3	0	0	0	0	3	0	0	0	0	0	0
GRAND TOTAL	11435	2631	135	379	26	8262	2	4666	1075	51	150	6	3383	6769	1556	84	229	20	4879

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORK FORCE INVENTORY
PERMANENT CAREER CAREER CONDITIONAL EMPLOYEES
SUMMARY - PERCENT %

DATA AS OF 09/30/88
REPORT PROCESSED 01/12/89

	TOTALS							MALES						FEMALES					
	TOTAL	BLACK	HISPN	ASIAN P. I.	AM.IN ALASK	NON MIN	OTHER MGD	TOTAL	BLACK	HISPN	ASIAN P. I.	AM.IN ALASK	NON MIN	TOTAL	BLACK	HISPN	ASIAN P. I.	AM.IN ALASK	NON MIN
PROF 1-4	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0
5-8	100.0	10.9	2.3	5.5	.8	80.5	.0	20.3	2.3	.0	2.3	.0	15.6	79.7	8.6	2.3	3.1	.8	64.8
9-12	100.0	8.8	2.1	6.7	.2	82.2	.0	21.3	2.7	.4	1.2	.1	17.0	78.7	6.1	1.7	5.5	.1	65.2
13-15	100.0	3.2	1.5	6.7	.0	88.6	.0	73.0	1.8	1.1	5.0	.0	65.1	27.0	1.4	.3	1.7	.0	23.5
SUBTOTAL	100.0	6.5	1.9	6.7	.1	84.8	.0	43.0	2.3	.7	2.8	.0	37.1	57.0	4.2	1.2	3.8	.1	47.7
ADMIN 1-4	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0
5-8	100.0	28.1	1.8	2.6	.0	67.5	.0	22.8	8.8	.9	.0	.0	13.2	77.2	19.3	.9	2.6	.0	54.4
9-12	100.0	20.2	.7	2.3	.1	76.7	.0	27.6	8.3	.3	.3	.0	18.6	72.4	11.9	.3	2.0	.1	58.1
13-15	100.0	10.6	.9	1.1	.1	87.3	.0	55.1	6.0	.5	.4	.1	48.0	44.9	4.6	.4	.7	.0	39.2
SUBTOTAL	100.0	17.1	.8	1.9	.1	80.1	.0	37.5	7.5	.4	.3	.0	29.1	62.5	9.6	.4	1.5	.0	50.9
TECH 1-4	100.0	62.5	.0	.0	.0	37.5	.0	39.6	22.9	.0	.0	.0	16.7	60.4	39.6	.0	.0	.0	20.8
5-8	100.0	39.5	.9	1.6	.6	57.3	.1	20.8	11.6	.2	.9	.1	8.0	79.2	27.9	.7	.7	.4	49.4
9-12	100.0	33.6	1.0	2.0	.0	63.4	.0	56.7	22.4	.5	.0	.0	33.8	43.3	11.2	.5	2.0	.0	29.5
13-15	100.0	.0	.0	.0	.0	100.0	.0	100.0	.0	.0	.0	.0	100.0	.0	.0	.0	.0	.0	.0
SUBTOTAL	100.0	38.8	.9	1.7	.4	58.2	.1	29.1	14.2	.3	.7	.1	13.8	70.9	24.6	.6	1.0	.3	44.3
CLER 1-4	100.0	49.5	1.3	1.9	.6	46.7	.0	20.7	9.9	.2	.6	.0	9.9	79.3	39.6	1.1	1.3	.6	36.7
5-8	100.0	26.9	.8	2.3	.2	69.7	.0	4.8	2.3	.1	.2	.0	2.2	95.2	24.6	.8	2.1	.2	67.5
9-12	100.0	2.6	.0	.0	.0	97.4	.0	2.6	2.6	.0	.0	.0	.0	97.4	.0	.0	.0	.0	97.4
13-15	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0
SUBTOTAL	100.0	32.7	1.0	2.2	.3	63.9	.0	9.1	4.4	.1	.3	.0	4.3	90.9	28.3	.8	1.9	.3	59.6
OTHER 1-4	100.0	43.8	2.1	10.4	.0	43.8	.0	47.9	29.2	.0	6.3	.0	12.5	52.1	14.6	2.1	4.2	.0	31.3
5-8	100.0	39.4	1.0	1.0	1.0	57.7	.0	79.8	34.6	.0	1.0	.0	44.2	20.2	4.8	1.0	.0	1.0	13.5
9-12	100.0	45.5	.0	.0	.0	54.5	.0	81.8	45.5	.0	.0	.0	36.4	18.2	.0	.0	.0	.0	18.2
13-15	100.0	.0	.0	14.3	.0	85.7	.0	100.0	.0	.0	14.3	.0	85.7	.0	.0	.0	.0	.0	.0
SUBTOTAL	100.0	39.4	1.2	4.1	.6	54.7	.0	71.8	32.4	.0	2.9	.0	36.5	28.2	7.1	1.2	1.2	.6	18.2
TOTAL GS & GM	100.0	20.8	1.3	3.8	.2	73.9	.0	32.9	6.7	.4	1.4	.0	24.3	67.1	14.2	.8	2.4	.2	49.6
TOTAL ES	100.0	2.3	.0	1.7	.0	96.0	.0	85.7	1.1	.0	1.7	.0	82.9	14.3	1.1	.0	.0	.0	13.1
TOTAL WAGE	100.0	58.8	.6	.2	.2	40.3	.0	80.9	40.8	.6	.2	.1	39.2	19.1	18.0	.0	.0	.1	1.1
TOTAL CC	100.0	4.7	1.1	2.4	.4	91.1	.1	77.5	2.0	.6	1.7	.1	73.0	22.5	2.7	.6	.7	.3	18.2
ALL OTHER TOTAL	100.0	.0	.0	.0	.0	100.0	.0	100.0	.0	.0	.0	.0	100.0	.0	.0	.0	.0	.0	.0
GRAND TOTAL	100.0	23.0	1.2	3.3	.2	72.3	.0	40.8	9.4	.4	1.3	.1	29.6	59.2	13.6	.7	2.0	.2	42.7

SAC HN.
UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
COMBINED UNDERREPRESENTATION INDEX (URI)

DATA AS OF 09/30/88
REPORT PROCESSED 02/02/89

		M		A		L		E		S		F		E		M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.					
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI				
PROF.	0401	GEN BIOLOG SCI																							
	1-4																								
	5-8	6.40	95	1.50	0	2.80	++	.10	0	59.50	31	6.00	++	.60	++	1.10	0	.10	0	21.60	++				
	9-12	2.33	++	2.16	23	2.53	55	.21	0	60.62	41	2.79	++	1.14	++	1.12	++	.13	0	26.85	++				
	13-15	2.33	60	2.16	65	2.53	++	.21	0	60.62	85	2.79	97	1.14	++	1.12	++	.13	0	26.85	++				
	ES	2.33	0	2.16	0	2.53	0	.21	0	60.62	++	2.79	0	1.14	0	1.12	0	.13	0	26.85	++				

NOTE: THE LOWER THE URI THE MORE SEVERE THE UNDERREPRESENTATION. ++ = NO UNDERREPRESENTATION.

SAC HN.
UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
COMBINED UNDERREPRESENTATION INDEX (URI)

DATA AS OF 09/30/88
REPORT PROCESSED 02/02/89

		M		A		L		E		S		F		E		M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.	
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI
PROF.	0403	MICROBIOLOGY																							
	1-4																								
	5-8	6.40	0	1.50	0	2.80	0	.10	0	59.50	31	6.00	0	.60	0	1.10	0	.10	++	21.60	++
	9-12	2.33	82	2.16	28	2.53	99	.21	0	60.62	40	2.79	++	1.14	++	1.12	++	.13	0	26.85	++
	13-15	2.33	82	2.16	46	2.53	++	.21	0	60.62	++	2.79	0	1.14	0	1.12	++	.13	0	26.85	96
	ES	2.33	0	2.16	0	2.53	0	.21	0	60.62	++	2.79	0	1.14	0	1.12	0	.13	0	26.85	0

NOTE: THE LOWER THE URI THE MORE SEVERE THE UNDERREPRESENTATION. ++ = NO UNDERREPRESENTATION.

SAC HN.
UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
COMBINED UNDERREPRESENTATION INDEX (URI)

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		M B L A C K		A HISPANIC		L ASIAN/PI		E AM.INDIAN		S NON-MIN.		F E M B L A C K		E HISPANIC		M ASIAN/PI		A AM.INDIAN		L NON-MIN.	
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI
PROF.	0601 GEN HLTH SCI																				
	1-4																				
	5-8																				
	9-12	2.33	++	2.16	0	2.53	0	.21	0	60.62	6	2.79	0	1.14	0	1.12	++	.13	0	26.85	++
	13-15	2.33	++	2.16	65	2.53	++	.21	0	60.62	99	2.79	75	1.14	44	1.12	++	.13	0	26.85	++
	ES	2.33	++	2.16	0	2.53	0	.21	0	60.62	++	2.79	++	1.14	0	1.12	0	.13	0	26.85	++

NOTE: THE LOWER THE URI THE MORE SEVERE THE UNDERREPRESENTATION. ++ = NO UNDERREPRESENTATION.

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
COMBINED UNDERREPRESENTATION INDEX (URI)

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		M		A		L		E		S		F		E		M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.					
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI				
PROF.	0602	MEDICAL OFF																							
	1-4																								
	5-8																								
	9-12	2.33	0	2.16	0	2.53	0	.21	0	60.62	0	2.79	0	1.14	0	1.12	0	.13	0	26.85	++				
	13-15	2.33	21	2.16	++	2.53	++	.21	0	60.62	++	2.79	57	1.14	0	1.12	++	.13	0	26.85	71				
	ES	2.33	0	2.16	0	2.53	79	.21	0	60.62	++	2.79	72	1.14	0	1.12	0	.13	0	26.85	45				

NOTE: THE LOWER THE URI THE MORE SEVERE THE UNDERREPRESENTATION. ++ = NO UNDERREPRESENTATION.

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
COMBINED UNDERREPRESENTATION INDEX (URI)

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			M		A		L		E		S		F		E		M		A		L		E		S	
			B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.	
			LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI
PROF.	0610	NURSE																				
	1-4																					
	5-8		6.40	0	1.50	0	2.80	0	.10	0	59.50	11	6.00	70	.60	0	1.10	++	.10	0	21.60	++
	9-12		2.33	17	2.16	19	2.53	0	.21	48	60.62	5	2.79	++	1.14	++	1.12	++	.13	77	26.85	++
	13-15		2.33	0	2.16	0	2.53	0	.21	0	60.62	0	2.79	0	1.14	0	1.12	0	.13	0	26.85	++
	ES																					

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SAC HN.
UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
COMBINED UNDERREPRESENTATION INDEX (URI)

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			M				A				L				E				S			
			B L A C K				HISPANIC				ASIAN/PI				AM.INDIAN				NON-MIN.			
			LF%		URI		LF%		URI		LF%		URI		LF%		URI		LF%		URI	
PROF.	0644	MED TECHNOL																				
	1-4																					
	5-8		6.40		0		1.50		0		2.80		0		.10		0		59.50		42	
	9-12		2.33		30		2.16		32		2.53		28		.21		0		60.62		17	
	13-15																					
	ES																					

			F		E		M		A		L		E		S	
			B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.					
			LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI				
PROF.	0644	MED TECHNOL														
	1-4															
	5-8		6.00	0	.60	0	1.10	0	.10	0	21.60	++				
	9-12		2.79	++	1.14	++	1.12	++	.13	++	26.85	++				
	13-15															
	ES															

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SAC HN.
UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
COMBINED UNDERREPRESENTATION INDEX (URI)

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		M		A		L		E		S		F		E		M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.					
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI				
PROF.	1320	CHEMISTRY																							
	1-4																								
	5-8	6.40	++	1.50	0	2.80	++	.10	0	59.50	39	6.00	++	.60	++	1.10	++	.10	0	21.60	++				
	9-12	2.33	++	2.16	19	2.53	91	.21	0	60.62	52	2.79	++	1.14	70	1.12	++	.13	0	26.85	++				
	13-15	2.33	17	2.16	0	2.53	++	.21	0	60.62	++	2.79	14	1.14	35	1.12	++	.13	0	26.85	63				
	ES	2.33	0	2.16	0	2.53	++	.21	0	60.62	++	2.79	0	1.14	0	1.12	0	.13	0	26.85	23				

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
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			M		A		L		E		S		F		E		M		A		L		E		S	
			B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.	
			LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI
PROF.	1410	LIBRARIAN																				
	1-4																					
	5-8		6.40	0	1.50	0	2.80	0	.10	0	59.50	0	6.00	++	.60	0	1.10	0	.10	0	21.60	++
	9-12		2.33	++	2.16	0	2.53	47	.21	0	60.62	14	2.79	++	1.14	0	1.12	++	.13	0	26.85	++
	13-15		2.33	0	2.16	0	2.53	0	.21	0	60.62	24	2.79	++	1.14	0	1.12	++	.13	0	26.85	++
	ES		2.33	0	2.16	0	2.53	0	.21	0	60.62	0	2.79	0	1.14	0	1.12	0	.13	0	26.85	++

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
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		M		A		L		E		S		F		E		M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.					
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI				
ADMIN.	0201 PERSONNEL MGMT																								
	1-4																								
	5-8	7.60	0	1.50	0	1.10	0	.20	0	53.90	0	8.00	++	.70	0	.60	0	.10	0	26.20	++				
	9-12	7.60	92	1.50	93	1.10	0	.20	0	53.90	16	8.00	++	.70	++	.60	++	.10	0	26.20	++				
	13-15 ES	3.64	++	2.76	83	1.08	++	.32	0	60.44	45	3.13	++	1.30	0	.51	0	.17	0	26.57	++				

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
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		M		A		L		E		S		F		E		M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.	
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI
ADMIN.	0334 COMP SPEC																				
	1-4																				
	5-8	7.60	++	1.50	++	1.10	0	.20	0	53.90	81	8.00	79	.70	0	.60	++	.10	0	26.20	95
	9-12	7.60	91	1.50	0	1.10	91	.20	0	53.90	63	8.00	99	.70	71	.60	++	.10	++	26.20	++
	13-15	3.64	++	2.76	0	1.08	0	.32	0	60.44	++	3.13	++	1.30	0	.51	++	.17	0	26.57	++
	ES	3.64	0	2.76	0	1.08	0	.32	0	60.44	++	3.13	0	1.30	0	.51	0	.17	0	26.57	0

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
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			M		A		L		E		S		F		E		M		A		L		E		S	
			B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.	
			LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI
ADMIN.	0341	ADMIN OFF																				
	1-4																					
	5-8		7.60	53	1.50	0	1.10	0	.20	0	53.90	15	8.00	++	.70	0	.60	++	.10	0	26.20	++
	9-12		7.60	++	1.50	0	1.10	0	.20	0	53.90	16	8.00	++	.70	++	.60	0	.10	0	26.20	++
	13-15		3.64	++	2.76	0	1.08	0	.32	0	60.44	++	3.13	++	1.30	0	.51	0	.17	0	26.57	90
	ES		3.64	0	2.76	0	1.08	0	.32	0	60.44	++	3.13	0	1.30	0	.51	0	.17	0	26.57	0

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
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		M		A		L		E		S		F		E		M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.	
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI
ADMIN.	0345 PROG ANALYSIS																								
	1-4																								
	5-8	7.60	0	1.50	0	1.10	0	.20	0	53.90	0	8.00	++	.70	0	.60	0	.10	0	26.20	++
	9-12	7.60	17	1.50	0	1.10	0	.20	0	53.90	10	8.00	99	.70	++	.60	++	.10	0	26.20	++
	13-15	3.64	++	2.76	47	1.08	0	.32	++	60.44	72	3.13	++	1.30	0	.51	0	.17	0	26.57	++
	ES	3.64	0	2.76	0	1.08	0	.32	0	60.44	0	3.13	0	1.30	0	.51	0	.17	0	26.57	++

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SAC HN.
UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
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		M		A		L		E		S		F		E		M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.					
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI				
ADMIN.	1101 GEN BUS/INDUS																								
	1-4																								
	5-8																								
	9-12	7.60	78	1.50	++	1.10	0	.20	0	53.90	24	8.00	++	.70	0	.60	++	.10	0	26.20	++				
	13-15	3.64	63	2.76	0	1.08	0	.32	0	60.44	68	3.13	++	1.30	0	.51	0	.17	0	26.57	++				
	ES	3.64	0	2.76	0	1.08	0	.32	0	60.44	++	3.13	0	1.30	0	.51	0	.17	0	26.57	0				

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
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		M		A		L		E		S		F	E	M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.	
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI
ADMIN.	1102 CONTRACT/PROCUREMEN																						
	1-4																						
	5-8	7.60	78	1.50	0	1.10	0	.20	0	53.90	22	8.00	++	.70	0	.60	0	.10	0	26.20	++		
	9-12	7.60	++	1.50	0	1.10	0	.20	0	53.90	39	8.00	++	.70	0	.60	++	.10	0	26.20	++		
	13-15 ES	3.64	++	2.76	0	1.08	0	.32	0	60.44	79	3.13	++	1.30	92	.51	0	.17	0	26.57	++		

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
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			M		A		L		E		S		F		E		M		A		L		E		S	
			B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.					
			LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI				
ADMIN.	1412	TECH INFO SVCS																								
	1-4																									
	5-8		7.60	0	1.50	0	1.10	0	.20	0	53.90	21	8.00	++	.70	++	.60	0	.10	0	26.20	++				
	9-12		7.60	75	1.50	73	1.10	++	.20	0	53.90	36	8.00	85	.70	0	.60	++	.10	0	26.20	++				
	13-15		3.64	0	2.76	0	1.08	0	.32	0	60.44	33	3.13	++	1.30	0	.51	++	.17	0	26.57	++				
	ES																									

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
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		M		A		L		E		S		F		E		M		A		L		E		S	
		BLACK		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		BLACK		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.					
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI				
TECH.	0404	BIOLOGICAL TECH																							
	1-4	10.60	++	1.50	0	1.60	0	.10	0	39.80	54	15.20	++	1.00	0	1.00	0	.10	0	28.80	74				
	5-8	10.60	++	1.50	0	1.60	81	.10	++	39.80	55	15.20	++	1.00	60	1.00	0	.10	0	28.80	44				
	9-12	10.60	++	1.50	40	1.60	0	.10	0	39.80	70	15.20	73	1.00	60	1.00	++	.10	0	28.80	82				
	13-15																								

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UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
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		M		A		L		E		S		F		E		M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.					
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI				
TECH.	1101 GEN BUS/INDUS																								
	1-4																								
	5-8	10.60	63	1.50	0	1.60	0	.10	0	39.80	33	15.20	88	1.00	0	1.00	0	.10	0	28.80	++				
	9-12	10.60	0	1.50	0	1.60	0	.10	0	39.80	31	15.20	82	1.00	++	1.00	++	.10	0	28.80	++				
	13-15																								

NOTE: THE LOWER THE URI THE MORE SEVERE THE UNDERREPRESENTATION. ++ = NO UNDERREPRESENTATION.

SAC HN.
UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
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COMBINED UNDERREPRESENTATION INDEX (URI)

DATA AS OF 09/30/88
REPORT PROCESSED 02/02/89

			M		A		L		E		S		F		E		M		A		L		E		S	
			BLACK		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		BLACK		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.					
			LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI				
CLERICAL	1101	GEN BUS/INDUS																								
	1-4																									
	5-8		9.50	++	1.00	0	.50	++	.10	0	17.50	57	26.40	0	1.50	0	1.60	++	.30	0	41.40	++				
	9-12																									
	13-15																									

NOTE: THE LOWER THE URI THE MORE SEVERE THE UNDERREPRESENTATION. ++ = NO UNDERREPRESENTATION.

SAC HN.
UNIT NIH

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORKFORCE INVENTORY
PERMANENT CAREER/CAREER CONDITIONAL EMPLOYEES
(LESS SELECTED OCCUPATIONS)
COMBINED UNDERREPRESENTATION INDEX (URI)

DATA AS OF 09/30/88
REPORT PROCESSED 02/02/89

		M		A		L		E		S		F	E	M		A		L		E		S	
		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.		B L A C K		HISPANIC		ASIAN/PI		AM.INDIAN		NON-MIN.	
		LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI	LF%	URI
PROF.	1-4	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++
	5-8	6.40	0	1.50	0	2.80	0	.10	0	59.50	56	6.00	++	.60	0	1.10	++	.10	0	21.60	++		
	9-12	2.33	++	2.16	0	2.53	++	.21	0	60.62	63	2.79	++	1.14	++	1.12	++	.13	0	26.85	++		
	13-15	2.33	52	2.16	56	2.53	++	.21	0	60.62	++	2.79	36	1.14	18	1.12	++	.13	0	26.85	69		
	ES	2.33	++	2.16	0	2.53	++	.21	0	60.62	++	2.79	0	1.14	0	1.12	0	.13	0	26.85	0		
ADMIN.	1-4	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++		
	5-8	7.60	++	1.50	0	1.10	0	.20	0	53.90	15	8.00	++	.70	0	.60	++	.10	0	26.20	++		
	9-12	7.60	++	1.50	0	1.10	27	.20	0	53.90	34	8.00	++	.70	0	.60	++	.10	0	26.20	++		
	13-15	3.64	++	2.76	29	1.08	74	.32	0	60.44	75	3.13	++	1.30	62	.51	78	.17	0	26.57	++		
	ES	3.64	0	2.76	0	1.08	0	.32	0	60.44	++	3.13	0	1.30	0	.51	0	.17	0	26.57	0		
TECH.	1-4	10.60	++	1.50	0	1.60	0	.10	0	39.80	37	15.20	++	1.00	0	1.00	0	.10	0	28.80	72		
	5-8	10.60	85	1.50	13	1.60	56	.10	0	39.80	16	15.20	++	1.00	70	1.00	80	.10	++	28.80	++		
	9-12	10.60	++	1.50	33	1.60	0	.10	0	39.80	++	15.20	74	1.00	0	1.00	++	.10	0	28.80	++		
	13-15	10.60	0	1.50	0	1.60	0	.10	0	39.80	++	15.20	0	1.00	0	1.00	0	.10	0	28.80	0		
CLERICAL	1-4	9.50	++	1.00	20	.50	++	.10	0	17.50	57	26.40	++	1.50	73	1.60	81	.30	++	41.40	89		
	5-8	9.50	23	1.00	10	.50	40	.10	0	17.50	12	26.40	94	1.50	53	1.60	++	.30	67	41.40	++		
	9-12	9.50	27	1.00	0	.50	0	.10	0	17.50	0	26.40	0	1.50	0	1.60	0	.30	0	41.40	++		
	13-15	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++	.00	++		
OTHER	1-4	26.40	++	1.80	0	1.10	++	.20	0	56.40	22	5.70	++	.20	++	.10	++	.00	++	7.80	++		
	5-8	26.40	++	1.80	0	1.10	91	.20	0	56.40	78	5.70	84	.20	++	.10	0	.00	++	7.80	++		
	9-12	26.40	++	1.80	0	1.10	0	.20	0	56.40	65	5.70	0	.20	0	.10	0	.00	++	7.80	++		
	13-15	26.40	0	1.80	0	1.10	++	.20	0	56.40	++	5.70	0	.20	0	.10	0	.00	++	7.80	0		

NOTE: THE LOWER THE URI THE MORE SEVERE THE UNDERREPRESENTATION. ++ = NO UNDERREPRESENTATION.

Employment Category: Professional
(P-A-T-C-O)

Series: NA
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	26	100+	36	100+	0	100+	82	100+	0	100+
Middle Level	28	100+	100+	100+	19	100+	47	100+	48	77
Senior Level	100+	88	77	50	51	26	100+	100+	0	0
ES Level	100+	51	56	47	0	0	75	0	0	0
Data As of September 30, 1987										
Entry Level	16	100+	73	100+	0	100+	68	100+	0	100+
Middle Level	29	100+	100+	100+	14	100+	47	100+	48	77
Senior Level	100+	83	77	39	46	26	100+	100+	0	0
ES Level	100+	50	56	47	0	0	99	0	0	0
Net Change										
Entry Level	-10	0	-37	0	0	0	14+	0	0	0
Middle Level	-1	0	0	0	+5	0	0	0	0	0
Senior Level	0	+5	0	+11	+5	0	0	0	0	0
ES Level	0	+1	0	0	0	0	-24	0	0	0

Employment Category: Professional (P-A-T-C-O)

Series: 401-Biologist (Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	31	100+	95	100+	0	100+	100+	0	0	0
Middle Level	41	100+	100+	100+	23	100+	55	100+	0	0
Senior Level	85	100+	60	97	65	100+	100+	100+	0	0
ES Level	100+	100+	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	19	100+	100+	100+	0	0	100+	0	0	0
Middle Level	43	100+	100+	100+	28	100+	51	100+	0	0
Senior Level	91	100+	60	100+	65	0	100+	100+	0	0
ES Level	100+	93	0	0	0	0	0	0	0	0
Net Change										
Entry Level	+12	0	-5	0	0	+100	0	0	0	0
Middle Level	-2	0	0	0	-5	0	+4	0	0	0
Senior Level	-6	0	0	-3	0	+100	0	0	0	0
ES Level	0	+7	0	0	0	0	0	0	0	0

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Employment Category: Professional (P-A-T-C-O)

Planning Unit: NIH

Series: 403 - Microbiologist (Number & Title)

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	31	100+	0	0	0	0	0	0	100+	100+
Middle Level	40	100+	82	100+	28	100+	99	100+	0	0
Senior Level	100+	96	82	0	46	0	100+	100+	0	0
ES Level	100+	0	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	42	100+	0	0	0	0	0	0	0	100+
Middle Level	44	100+	94	100+	32	61	55	100+	0	0
Senior Level	100+	89	86	0	46	0	100+	100+	0	0
ES Level	100+	0	0	0	0	0	0	0	0	0
Net Change										
Entry Level	-11	0	0	0	0	0	0	0	+100	0
Middle Level	-4	0	-12	0	-4	+39	+44	0	0	0
Senior Level	0	+7	-4	0	0	0	0	0	0	0
ES Level	0	0	0	0	0	0	0	0	0	0

Employment Category: Professional
(P-A-T-C-O)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Series: 601-Health Scientist Administrator
(Number & Title)

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	N/A-----	----------	------	----------	----------	----------	----------	----------	----------	----------
Middle Level	6	100+	100+	0	0	0	0	100+	0	0
Senior Level	99	100+	100+	75	65	44	100+	100+	0	0
ES Level	100+	100+	100+	100+	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	N/A-----	----------	------	----------	----------	----------	----------	----------	----------	----------
Middle Level	10	100+	0	0	100+	0	0	0	0	0
Senior Level	100+	97	100+	68	46	44	100+	100+	0	0
ES Level	100+	100+	100+	100+	0	0	0	0	0	0
Net Change										
Entry Level	N/A-----	----------	------	----------	----------	----------	----------	----------	----------	----------
Middle Level	-4	0	+100	0	-100	0	0	+100	0	0
Senior Level	-1	+3	0	+7	+19	0	0	0	0	0
ES Level	0	0	0	0	0	0	0	0	0	0

Employment Category: Professional
(P-A-T-C-O)
Series: 602 - Medical Officer
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	N/A----	----------	-------	----------	----------	----------	----------	----------	----------	----------
Middle Level	0	100+	0	0	0	0	0	0	0	0
Senior Level	100+	71	21	57	100+	0	100+	100+	0	0
ES Level	100+	45	0	72	0	0	79	0	0	0
Data As of September 30, 1987										
Entry Level	N/A----	----------	-------	----------	----------	----------	----------	----------	----------	----------
Middle Level	0	100+	0	0	0	0	0	0	0	0
Senior Level	100+	66	0	43	83	0	100+	100+	0	0
ES Level	100+	39	0	75	0	0	100+	0	0	0
Net Change										
Entry Level	N/A----	----------	-------	----------	----------	----------	----------	----------	----------	----------
Middle Level	0	0	0	0	0	0	0	0	0	0
Senior Level	0	+5	+21	+14	+17	0	0	0	0	0
ES Level	0	+6	0	-3	0	0	-21	0	0	0

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Employment Category: Professional (P-A-T-C-O)

Planning Unit: NIH

Series: 610-Nurse (Number & Title)

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	11	100+	0	70	0	0	0	100+	0	0
Middle Level	5	100+	17	100+	19	100+	0	100+	48	77
Senior Level	0	100+	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	4	100+	0	100+	0	100+	0	100+	0	0
Middle Level	5	100+	13	100+	0	100+	0	100+	95	100+
Senior Level	0	100+	0	0	0	0	0	0	0	0
Net Change										
Entry Level	+7	0	0	-30	0	-100	0	0	0	0
Middle Level	0	0	+4	0	+19	0	0	0	-47	-23
Senior Level	0	0	0	0	0	0	0	0	0	0

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Employment Category: Professional (P-A-T-C-O)

Series: 644-Medical Technologist (Number & Title)

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	42	100+	0	0	0	0	0	0	0	0
Middle Level	17	100+	30	100+	32	100+	28	100+	0	100+
Senior Level	0	0	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	0	100+	0	100+	0	0	0	0	0	0
Middle Level	16	100+	94	100+	32	100+	28	100+	0	100+
Senior Level	0	0	0	0	0	0	0	0	0	0
Net Change										
Entry Level	+42	0	0	-100	0	0	0	0	0	0
Middle Level	+1	0	-64	0	0	0	0	0	0	0
Senior Level	0	0	0	0	0	0	0	0	0	0

Employment Category: Professional
(P-A-T-C-O)

Series: 1320 - Chemist
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	39	100+	100+	100+	0	100+	100+	100+	0	0
Middle Level	52	100+	100+	100+	19	70	91	100+	0	0
Senior Level	100+	63	17	14	0	35	100+	100+	0	0
ES Level	100+	23	0	0	0	0	100+	0	0	0
Data As of September 30, 1987										
Entry Level	31	100+	100+	100+	0	100+	100+	100+	0	0
Middle Level	49	100+	100+	100+	0	70	100+	100+	0	0
Senior Level	100+	62	17	14	0	35	100+	100+	0	0
ES Level	100+	20	0	0	0	0	100+	0	0	0
Net Change										
Entry Level	+8	0	0	0	0	0	0	0	0	0
Middle Level	+3	0	0	0	+19	0	-9	0	0	0
Senior Level	0	+1	0	0	0	0	0	0	0	0
ES Level	0	+3	0	0	0	0	0	0	0	0

Employment Category: Professional
(P-A-T-C-O)

Series: 1410 - Librarian
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	0	100+	0	100+	0	0	0	0	0	0
Middle Level	14	100+	100+	100+	0	0	47	100+	0	0
Senior Level	24	100+	0	100+	0	0	0	100+	0	0
ES Level	0	100+	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	0	100+	0	0	0	0	0	0	0	0
Middle Level	14	100+	100+	100+	0	0	47	100+	0	0
Senior Level	21	100+	0	100+	0	0	0	100+	0	0
ES Level	0	100+	0	0	0	0	0	0	0	0
Net Change										
Entry Level	0	0	0	+100	0	0	0	0	0	0
Middle Level	0	0	0	0	0	0	0	0	0	0
Senior Level	+3	0	0	0	0	0	0	0	0	0
ES Level	0	0	0	0	0	0	0	0	0	0

Employment Category: Administrative
(P-A-T-C-O)

Series: N/A
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	24	100+	100+	100+	60	100+	0	100+	0	0
Middle Level	35	100+	100+	100+	20	43	27	100+	0	100+
Senior Level	79	100+	100+	100+	18	31	37	100+	31	0
ES Level	100+	24	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	26	100+	100+	100+	53	100+	0	100+	0	100+
Middle Level	36	100+	100+	100+	27	57	36	100+	0	0
Senior Level	83	100+	100+	100+	22	23	37	100+	31	0
ES Level	100+	25	0	0	0	0	0	0	0	0
Net Change										
Entry Level	-2	0	0	0	+7	0	0	0	0	-100
Middle Level	-1	0	0	0	-7	-14	-9	0	0	+100
Senior Level	-4	0	0	0	-4	+8	0	0	0	0
ES Level	0	-1	0	0	0	0	0	0	0	0

Employment Category: Administrative
(P-A-T-C-O)

Series: 201 - Personnel Specialist
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	0	100+	0	100+	0	0	0	0	0	0
Middle Level	16	100+	92	100+	93	100+	0	100+	0	0
Senior Level	45	100+	100+	100+	83	0	100+	0	0	0
ES Level	0	0	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	37	76	0	100+	0	0	0	0	0	0
Middle Level	19	100+	100+	100+	93	100+	0	100+	0	0
Senior Level	47	100+	100+	100+	94	0	100+	0	0	0
ES Level	100+	0	0	0	0	0	0	0	0	0
Net Change										
Entry Level	-37	+24	0	0	0	0	0	0	0	0
Middle Level	-3	0	-8	0	0	0	0	0	0	0
Senior Level	-2	0	0	0	-11	0	0	0	0	0
ES Level	-100	0	0	0	0	0	0	0	0	0

Employment Category: Administrative
(P-A-T-C-O)
Series: 334 - Computer Specialist
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	81	95	100+	79	100+	0	0	100+	0	0
Middle Level	63	100+	91	99	0	71	91	100+	0	100+
Senior Level	100+	100+	100+	100+	0	0	0	100+	0	0
ES Level	100+	0	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	45	100+	100+	100+	100+	0	0	100+	0	100+
Middle Level	62	100+	80	100+	33	71	91	100+	0	0
Senior Level	100+	96	100+	99	0	0	0	100+	0	0
ES Level	100+	0	0	0	0	0	0	0	0	0
Net Change										
Entry Level	+36	-5	0	-21	0	0	0	0	0	-100
Middle Level	+1	0	+11	-1	-33	0	0	0	0	+100
Senior Level	0	+4	0	+1	0	0	0	0	0	0
ES Level	0	0	0	0	0	0	0	0	0	0

Employment Category: Administrative (P-A-T-C-O)
Series: 341 - Administrative Officer (Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	15	100+	53	100+	0	0	0	100+	0	0
Middle Level	16	100+	100+	100+	0	100+	0	0	0	0
Senior Level	100+	90	100+	100+	0	0	0	0	0	0
ES Level	100+	0	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	20	100+	47	100+	0	0	0	0	0	0
Middle Level	19	100+	99	100+	0	100+	0	100+	0	0
Senior Level	100+	87	100+	100+	0	0	0	0	0	0
ES Level	100+	0	0	0	0	0	0	0	0	0
Net Change										
Entry Level	-5	0	+6	0	0	0	0	+100	0	0
Middle Level	-3	0	+1	0	0	0	0	-100	0	0
Senior Level	0	+3	0	0	0	0	0	0	0	0
ES Level	0	0	0	0	0	0	0	0	0	0

Employment Category: Administrative
(P-A-T-C-O)
Series: 345 - Program Analysis
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	0	100+	0	100+	0	0	0	0	0	0
Middle Level	10	100+	17	99	0	100+	0	100+	0	0
Senior Level	72	100+	100+	100+	47	0	0	0	100+	0
ES Level	0	100+	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	0	100+	0	100+	0	100+	0	0	0	0
Middle Level	19	100+	39	94	0	100+	0	100+	0	0
Senior Level	69	100+	100+	42	47	0	0	100+	100+	0
ES Level	0	100+	0	0	0	0	0	0	0	0
Net Change										
Entry Level	0	0	0	0	0	-100	0	0	0	0
Middle Level	-9	0	-22	+5	0	0	0	0	0	0
Senior Level	+3	0	0	+58	0	0	0	-100	0	0
ES Level	0	0	0	0	0	0	0	0	0	0

Employment Category: Administrative
(P-A-T-C-O)

Series: 1101 - Grants Specialist
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	0	0	0	0	0	0	0	0	0	0
Middle Level	24	100+	78	100+	100+	0	0	100+	0	0
Senior Level	68	100+	63	100+	0	0	0	0	0	0
ES Level	100+	0	0	0	0	0	0	0	0	0
Data As of September 30, 1987										
Entry Level	33	100+	78	0	0	100+	0	100+	0	0
Middle Level	27	100+	87	99	87	0	0	100+	0	0
Senior Level	77	100+	63	100+	0	0	0	0	0	0
ES Level	100+	0	0	0	0	0	0	0	0	0
Net Change										
Entry Level	-33	0	-78	0	0	-100	0	-100	0	0
Middle Level	-3	0	-9	+1	+13	0	0	0	0	0
Senior Level	-9	0	0	0	0	0	0	0	0	0
ES Level	0	0	0	0	0	0	0	0	0	0

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Employment Category: Administrative
(P-A-T-C-O)

Series: 1102 - Contract Specialist
(Number & Title)

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	22	100+	78	100+	0	0	0	0	0	0
Middle Level	39	100+	100+	100+	0	0	0	100+	0	0
Senior Level	79	100+	100+	100+	0	92	0	0	0	0
Data As of September 30, 1987										
Entry Level	41	100+	0	0	0	0	0	0	0	0
Middle Level	34	100+	100+	100+	0	0	0	100+	0	0
Senior Level	81	100+	100+	100+	0	100+	0	0	0	0
Net Change										
Entry Level	-19	0	+78	+100	0	0	0	0	0	0
Middle Level	+5	0	0	0	0	0	0	0	0	0
Senior Level	-2	0	0	0	0	-8	0	0	0	0

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Employment Category: Administrative
(P-A-T-C-O)

Planning Unit: NIH

Series: 1412 - Technical Information Specialist
(Number & Title)

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	21	100+	0	100+	0	100+	0	0	0	0
Middle Level	36	100+	75	85	73	0	100+	100+	0	0
Senior Level	33	100+	0	100+	0	0	0	100+	0	0
Data As of September 30, 1987										
Entry Level	53	100+	0	0	0	100+	0	0	0	0
Middle Level	33	100+	50	95	87	0	100+	100+	0	0
Senior Level	28	100+	0	100+	0	0	0	100+	0	0
Net Change										
Entry Level	-32	0	0	+100	0	0	0	0	0	0
Middle Level	+3	0	+25	-10	-14	0	0	0	0	0
Senior Level	+5	0	0	0	0	0	0	0	0	0

Employment Category: Technical
(P-A-T-C-O)

Series: N/A
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	42	72	100+	100+	0	0	0	0	0	0
Middle Level	20	100+	100+	100+	13	70	56	70	100+	100+
Senior Level	100+	100+	100+	74	33	50	0	100+	0	0
Data As of September 30, 1987										
Entry Level	29	80	100+	100+	0	0	100+	0	0	0
Middle Level	18	100+	91	100+	13	70	13	70	0	100+
Senior Level	100+	100+	100+	76	33	0	0	90	0	0
Net Change										
Entry Level	+13	-8	0	0	0	0	-100	0	0	0
Middle Level	+2	0	+9	0	0	0	+43	0	+100	0
Senior Level	0	0	0	-2	0	+50	0	+10	0	0

Employment Category: Technical
(P-A-T-C-O)

Series: 404 - Biological Technician
(Number & Title)

NATIONAL INSTITUTES OF HEALTH
FY 1988 ACCOMPLISHMENT REPORT
UNDERREPRESENTATION INDEX

Planning Unit: NIH

Grade Band	Non-Minor Males	Non-Minor Females	Black Males	Black Females	Hispanic Males	Hispanic Females	Asian/Pl Males	Asian/Pl Females	Native Am Males	Native Am Females
Data As of September 30, 1988										
Entry Level	54	74	100+	100+	0	0	0	0	0	0
Middle Level	55	44	100+	100+	0	60	81	0	100+	0
Senior Level	70	82	100+	73	40	60	0	100+	0	0
Data As of September 30, 1987										
Entry Level	44	100+	100+	100+	0	0	0	0	0	0
Middle Level	55	47	100+	100+	0	60	38	60	0	0
Senior Level	69	89	100+	80	40	60	0	100+	100+	0
Net Change										
Entry Level	+10	-25	0	0	0	0	0	0	0	0
Middle Level	0	-3	0	0	0	0	+43	-60	+100	0
Senior Level	+1	-7	0	-7	0	0	0	0	-100	0

CHANGE IN EEO WORKFORCE PROFILE BY PATCOB - FY87 TO FY88

SAC: HN.
UNIT: NIH.

OCCUPATIONAL CATEGORIES	YEARS & % CHANGE		TOTAL ALL	TOTAL FEMALE	WHITE MALE	WHITE FEMALE	BLACK MALE	BLACK FEMALE	HISPANIC MALE	HISPANIC FEMALE	ASIAN AMERICAN/ PAC.ISLANDER MALE	ASIAN AMERICAN/ PAC.ISLANDER FEMALE	AMERICAN INDIAN/ ALASKAN NATIVE MALE	AMERICAN INDIAN/ ALASKAN NATIVE FEMALE
PROFESSIONAL	1987	#	3326	1853	1277	1562	78	129	19	34	98	125	1	3
		%	100.0	55.7	38.4	47.0	2.3	3.9	.6	1.0	2.9	3.8	.0	.1
	1988	#	3590	2048	1331	1714	83	151	25	42	102	138	1	3
		%	100.0	57.0	37.1	47.7	2.3	4.2	.7	1.2	2.8	3.8	.0	.1
	CHANGE IN	%	.0	1.3	-1.3	.7	.0	.3	.1	.2	-.1	.0	.0	.0
ADMINISTRATIVE	1987	#	1922	1180	581	969	144	173	9	8	7	29	1	1
		%	100.0	61.4	30.2	50.4	7.5	9.0	.5	.4	.4	1.5	.1	.1
	1988	#	2008	1256	585	1023	150	193	9	8	7	31	1	1
		%	100.0	62.5	29.1	50.9	7.5	9.6	.4	.4	.3	1.5	.0	.0
	CHANGE IN	%	.0	1.1	-1.1	.5	.0	.6	-.1	.0	-.1	.0	-.1	-.1
TECHNICAL	1987	#	1808	1274	259	826	265	416	4	10	5	15	1	6
		%	100.0	70.5	14.3	45.7	14.7	23.0	.2	.6	.3	.8	.1	.3
	1988	#	1865	1323	258	827	264	459	5	12	13	18	2	6
		%	100.0	70.9	13.8	44.3	14.2	24.6	.3	.6	.7	1.0	.1	.3
	CHANGE IN	%	.0	.4	-.5	-1.4	-.5	1.6	.1	.0	.4	.2	.0	.0
CLERICAL	1987	#	1866	1714	68	1175	79	498	2	15	3	22	0	4
		%	100.0	91.9	3.6	63.0	4.2	26.7	.1	.8	.2	1.2	.0	.2
	1988	#	1885	1713	81	1123	83	533	2	16	6	35	0	6
		%	100.0	90.9	4.3	59.6	4.4	28.3	.1	.8	.3	1.9	.0	.3
	CHANGE IN	%	.0	-1.0	.7	-3.4	.2	1.6	.0	.0	.1	.7	.0	.1
OTHER	1987	#	130	39	53	22	32	12	0	2	6	3	0	0
		%	100.0	30.0	40.8	16.9	24.6	9.2	.0	1.5	4.6	2.3	.0	.0
	1988	#	170	48	62	31	55	12	0	2	5	2	0	1
		%	100.0	28.2	36.5	18.2	32.4	7.1	.0	1.2	2.9	1.2	.0	.6
	CHANGE IN	%	.0	-1.8	-4.3	1.3	7.8	-2.1	.0	-.3	-1.7	-1.1	.0	.6
GS/GM	1987	#	9052	6060	2238	4554	598	1228	34	69	119	194	3	14
		%	100.0	66.9	24.7	50.3	6.6	13.6	.4	.8	1.3	2.1	.0	.2
	1988	#	9518	6388	2317	4718	635	1348	41	80	133	224	4	17
		%	100.0	67.1	24.3	49.6	6.7	14.2	.4	.8	1.4	2.4	.0	.2
	CHANGE IN	%	.0	.2	-.4	-.7	.1	.6	.0	.0	.1	.3	.0	.0
ES	1987	#	172	24	142	22	2	2	0	0	4	0	0	0
		%	100.0	14.0	82.6	12.8	1.2	1.2	.0	.0	2.3	.0	.0	.0
	1988	#	175	25	145	23	2	2	0	0	3	0	0	0
		%	100.0	14.3	82.9	13.1	1.1	1.1	.0	.0	1.7	.0	.0	.0
	CHANGE IN	%	.0	.3	.3	.3	-.1	-.1	.0	.0	-.6	.0	.0	.0
WAGE	1987	#	1105	226	416	15	450	210	8	0	3	0	2	1
		%	100.0	20.5	37.6	1.4	40.7	19.0	.7	.0	.3	.0	.2	.1
	1988	#	1040	199	408	11	424	187	6	0	2	0	1	1
		%	100.0	19.1	39.2	1.1	40.8	18.0	.6	.0	.2	.0	.1	.1
	CHANGE IN	%	.0	-1.4	1.6	-.3	.1	-1.0	-.1	.0	-.1	.0	-.1	.0

DEPARTMENT OF HEALTH AND HUMAN SERVICES
AFFIRMATIVE ACTION WORK FORCE INVENTORY
PERMANENT CAREER CAREER CONDITIONAL EMPLOYEES
AVERAGE GRADE AND SALARY

DATA AS OF 09/30/88
REPORT PROCESSED 01/30/89

	TOTALS							MALES						FEMALES					
	TOTAL	BLACK	HISPN	ASIAN P. I.	AM.IN ALASK	NON MIN	OTHER MGD	TOTAL	BLACK	HISPN	ASIAN P. I.	AM.IN ALASK	NON MIN	TOTAL	BLACK	HISPN	ASIAN P. I.	AM.IN ALASK	NON MIN
PROFESSIONAL																			
AVG GRADE	12	11	11	12	10	12	0	13	11	13	13	10	13	11	10	10	11	10	11
AVG SALARY	42180	36199	39611	41033	31094	42801	0	50204	40096	51098	48464	34184	50962	36138	34057	32773	35540	30063	36463
ADMINISTRATIVE																			
AVG GRADE	12	11	12	11	11	12	0	12	11	12	12	13	13	11	11	11	11	9	11
AVG SALARY	38895	35867	36792	35330	33944	39654	0	44184	38301	38504	43050	43452	45795	35729	33975	34866	33587	24435	36142
TECHNICAL																			
AVG GRADE	7	7	7	7	7	7	7	8	7	8	5	5	9	7	7	7	8	7	7
AVG SALARY	23111	22295	22116	20252	21048	23767	23094	25034	23777	26092	16456	17134	26795	22323	21443	20459	22994	22353	22822
CLERICAL																			
AVG GRADE	5	5	5	5	5	6	0	4	4	5	5	0	4	6	5	5	6	5	6
AVG SALARY	19456	18054	17317	18170	16802	20262	0	17262	18211	15324	16290	0	16409	19676	18030	17566	18492	16802	20540
OTHER																			
AVG GRADE	6	5	4	5	7	6	0	6	6	0	6	0	7	5	4	4	2	7	5
AVG SALARY	20796	19781	15909	19063	20598	21764	0	22301	20533	0	22276	0	23872	16968	16335	15909	11032	20598	17548
TOTAL GS/GM																			
AVG GRADE	10	7	10	10	7	10	7	11	8	12	11	8	12	9	7	9	10	7	9
AVG SALARY	32868	24881	33049	35565	22955	35010	23094	41501	28332	43539	42615	27976	45034	28638	23255	27672	31379	21774	30088
TOTAL GS/GM/ES																			
AVG SALARY	33591	24978	33049	35880	22955	35895	23094	42943	28474	43539	43294	27976	46682	28808	23329	27672	31379	21774	30293
TOTAL WAGE																			
AVG HR WAGE	11.47	10.31	12.18	12.35	11.67	13.15	0.00	12.00	10.82	12.18	12.35	12.46	13.22	9.24	9.16	0.00	0.00	10.87	10.45

ACCESSIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: **PROFESSIONAL**

SERIES: 0401

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	10	0	0.0	6	21.4	0	0.0	4	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	18	2	0.1	10	35.7	0	0.0	2	7.1	0	0.0	2	7.1	0	0.0	0	0.0	0	0.0	2	7.1
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	28	2	7.1	16	57.1	0	0.0	6	21.4	0	0.0	2	7.1	0	0.0	0	0.0	0	0.0	2	7.1

SERIES: 0403

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	1	0	0.0	1	6.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	11	2	0.1	6	37.5	0	0.0	2	12.5	0	0.0	0	0.0	0	0.0	0	0.0	1	6.3	0	0.0
SENIOR	4	4	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	16	6	37.5	7	43.8	0	0.0	2	12.5	0	0.0	0	0.0	0	0.0	0	0.0	1	6.3	0	0.0

SERIES: 0601

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	6	0	0.0	5	15.2	1	3.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	27	13	39.4	8	24.2	1	3.0	0	0.0	1	3.0	0	0.0	0	0.0	0	0.0	4	12.1	0	0.0
TOTAL	33	13	39.4	13	39.4	2	6.1	0	0.0	1	3.0	0	0.0	0	0.0	0	0.0	4	12.1	0	0.0

ACCESSIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: **PROFESSIONAL**

SERIES: 0602

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	15	10	66.7	3	20.0	1	6.7	0	0.0	1	6.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	15	10	66.7	3	20.0	1	6.7	0	0.0	1	6.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

SERIES: 0610

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	35	2	1.2	32	19.3	0	0.0	1	0.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	129	3	0.0	101	60.8	0	0.0	10	6.0	3	1.8	5	3.0	0	0.0	0	0.0	0	0.0	7	4.2
SENIOR	2	0	0.0	2	1.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	166	5	3.0	135	81.3	0	0.0	11	6.6	3	1.8	5	3.0	0	0.0	0	0.0	0	0.0	7	4.2

SERIES: 0644

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	6	2	7.7	4	15.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	20	4	0.2	13	50.0	0	0.0	1	3.8	0	0.0	1	3.8	0	0.0	0	0.0	0	0.0	1	3.8
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	26	6	23.1	17	65.4	0	0.0	1	3.8	0	0.0	1	3.8	0	0.0	0	0.0	0	0.0	1	3.8

ACCESSIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: **PROFESSIONAL**

SERIES: 1320

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	3	0	0.0	1	9.1	0	0.0	0	0.0	0	0.0	1	9.1	0	0.0	0	0.0	0	0.0	1	9.1
MID	4	1	0.1	1	9.1	1	9.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	9.1
SENIOR	4	3	27.3	1	9.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	11	4	36.4	3	27.3	1	9.1	0	0.0	0	0.0	1	9.1	0	0.0	0	0.0	0	0.0	2	18.2

SERIES: 1410

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	4	0	0.0	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	1	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	5	1	0.0	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PATCO	300	47	15.7	198	66.0	4	1.3	20	6.7	5	1.7	9	3.0	0	0.0	0	0.0	5	1.7	12	4.0

ACCESSIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: ADMINISTRATION

SERIES: 0201

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	1	0	0.0	1	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	8	1	0.1	4	40.0	0	0.0	2	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	10.0
SENIOR	1	1	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	10	2	20.0	5	50.0	0	0.0	2	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	10.0

SERIES: 0334

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	3	2	8.0	0	0.0	1	4.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	16	8	0.3	7	28.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	4.0
SENIOR	6	2	8.0	3	12.0	1	4.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	25	12	48.0	10	40.0	2	8.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	4.0

SERIES: 0341

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	6	0	0.0	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	6	0	0.0	6	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

ACCESSIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: **ADMINISTRATION**

SERIES: 0345

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	2	0	0.0	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	3	1	20.0	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	5	1	20.0	4	80.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

SERIES: 1101

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	2	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	2	0	0.0	0	0.0	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

SERIES: 1102

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	1	0	0.0	0	0.0	0	0.0	1	7.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	9	1	0.1	4	30.8	2	15.4	2	15.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	3	3	23.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	13	4	30.8	4	30.8	2	15.4	3	23.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

ACCESSIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: **ADMINISTRATION**

SERIES: 1412

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	7	3	42.9	3	42.9	1	14.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	7	3	0.0	3	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PATCO	68	22	32.4	32	47.1	5	7.4	6	8.8	1	1.5	0	0.0	0	0.0	0	0.0	0	0.0	2	2.9

ACCESSIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: **TECHNICAL**

SERIES: 0404

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	1	0	0.0	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	5	1	0.1	1	12.5	1	12.5	2	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	2	0	0.0	1	12.5	1	12.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	8	1	12.5	3	37.5	2	25.0	2	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

SERIES: 1101

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	1	0	0.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	1	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PATCO	9	1	11.1	4	44.4	2	22.2	2	22.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

ACCESSIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: CLERICAL

SERIES: 1101

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	2	0	0.0	1	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PATCO	2	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

PROMOTIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: PROFESSIONAL

SERIES: 0401

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	1	0	0.0	1	1.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	54	13	0.2	31	51.7	3	5.0	3	5.0	0	0.0	1	1.7	0	0.0	0	0.0	0	0.0	3	5.0
SENIOR	5	3	5.0	2	3.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	60	16	26.7	34	56.7	3	5.0	3	5.0	0	0.0	1	1.7	0	0.0	0	0.0	0	0.0	3	5.0

SERIES: 0403

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	2	1	4.5	1	4.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	11	2	0.1	8	36.4	0	0.0	1	4.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	9	5	22.7	4	18.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	22	8	36.4	13	59.1	0	0.0	1	4.5	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

SERIES: 0601

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	10	0	0.0	10	19.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	41	23	45.1	12	23.5	1	2.0	1	2.0	1	2.0	0	0.0	0	0.0	0	0.0	3	5.9	0	0.0
TOTAL	51	23	45.1	22	43.1	1	2.0	1	2.0	1	2.0	0	0.0	0	0.0	0	0.0	3	5.9	0	0.0

PROMOTIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: **PROFESSIONAL**

SERIES: 0602

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	9	6	66.7	3	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	9	6	66.7	3	33.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

SERIES: 0610

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	136	6	0.0	114	82.6	0	0.0	7	5.1	0	0.0	2	1.4	0	0.0	1	0.7	0	0.0	6	4.3
SENIOR	2	0	0.0	2	1.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	138	6	4.3	116	84.1	0	0.0	7	5.1	0	0.0	2	1.4	0	0.0	1	0.7	0	0.0	6	4.3

SERIES: 0644

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	17	1	0.1	15	88.2	1	5.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	17	1	5.9	15	88.2	1	5.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

PROMOTIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: PROFESSIONAL

SERIES: 1320

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	26	5	0.1	14	31.8	1	2.3	1	2.3	0	0.0	1	2.3	0	0.0	0	0.0	1	2.3	3	6.8
SENIOR	18	13	29.5	3	6.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	2	4.5	0	0.0
TOTAL	44	18	40.9	17	38.6	1	2.3	1	2.3	0	0.0	1	2.3	0	0.0	0	0.0	3	6.8	3	6.8

SERIES: 1410

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	14	1	5.9	9	52.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	23.5
SENIOR	3	0	0.0	3	17.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	17	1	0.0	12	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	4	0.0
PATCO	358	79	22.1	232	64.8	6	1.7	13	3.6	1	0.3	4	1.1	0	0.0	1	0.3	6	1.7	16	4.5

PROMOTIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: ADMINISTRATION

SERIES: 0201

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	1	1	3.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	17	1	0.0	11	35.5	0	0.0	4	12.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.2
SENIOR	13	4	12.9	7	22.6	1	3.2	1	3.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	31	6	19.4	18	58.1	1	3.2	5	16.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.2

SERIES: 0334

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	8	3	4.1	1	1.4	0	0.0	1	1.4	2	2.7	0	0.0	0	0.0	0	0.0	0	0.0	1	1.4
MID	42	6	0.1	26	35.6	7	9.6	1	1.4	0	0.0	0	0.0	0	0.0	1	1.4	0	0.0	1	1.4
SENIOR	23	11	15.1	8	11.0	1	1.4	2	2.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1.4
TOTAL	73	20	27.4	35	47.9	8	11.0	4	5.5	2	2.7	0	0.0	0	0.0	1	1.4	0	0.0	3	4.1

SERIES: 0341

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	8	3	4.7	4	6.3	0	0.0	1	1.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	45	2	0.0	35	54.7	0	0.0	7	10.9	0	0.0	1	1.6	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	11	4	6.3	6	9.4	1	1.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	64	9	14.1	45	70.3	1	1.6	8	12.5	0	0.0	1	1.6	0	0.0	0	0.0	0	0.0	0	0.0

PROMOTIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: ADMINISTRATION

SERIES: 0345

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	27	0	0.0	22	52.4	0	0.0	3	7.1	0	0.0	1	2.4	0	0.0	0	0.0	0	0.0	1	2.4
SENIOR	15	5	11.9	7	16.7	1	2.4	2	4.8	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	42	5	11.9	29	69.0	1	2.4	5	11.9	0	0.0	1	2.4	0	0.0	0	0.0	0	0.0	1	2.4

SERIES: 1101

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	20	3	0.1	15	55.6	0	0.0	1	3.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.7
SENIOR	7	1	3.7	6	22.2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	27	4	14.8	21	77.8	0	0.0	1	3.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.7

SERIES: 1102

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	2	0	0.0	1	2.6	0	0.0	1	2.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	25	1	0.0	18	46.2	1	2.6	4	10.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	2.6
SENIOR	12	2	5.1	6	15.4	2	5.1	2	5.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	39	3	7.7	25	64.1	3	7.7	7	17.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	2.6

PROMOTIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: **ADMINISTRATION**

SERIES: 1412

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	12	2	10.0	8	40.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	5.0	1	5.0
SENIOR	8	2	10.0	5	25.0	0	0.0	1	5.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	20	4	0.0	13	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	1	0.0
PATCO	296	51	17.2	186	62.8	14	4.7	31	10.5	2	0.7	2	0.7	0	0.0	1	0.3	1	0.3	8	2.7

PROMOTIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: **TECHNICAL**

SERIES: 0404

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	4	1	2.1	1	2.1	1	2.1	1	2.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	20	3	0.1	4	8.3	8	16.7	5	10.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	24	6	12.5	3	6.3	9	18.8	5	10.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	2.1
TOTAL	48	10	20.8	8	16.7	18	37.5	11	22.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	2.1

SERIES: 1101

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	16	3	18.8	11	68.8	0	0.0	0	0.0	0	0.0	1	6.3	0	0.0	0	0.0	0	0.0	1	6.3
TOTAL	16	3	0.0	11	0.0	0	0.0	0	0.0	0	0.0	1	0.0	0	0.0	0	0.0	0	0.0	1	0.0
PATCO	64	13	20.3	19	29.7	18	28.1	11	17.2	0	0.0	1	1.6	0	0.0	0	0.0	0	0.0	2	3.1

PROMOTIONS
BY SERIES
FY 88

04/05/89

EMPLOYMENT CATEGORY: CLERICAL

SERIES: 1101

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	6	1	0.0	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	0.0	1	0.0
PATCO	6	1	16.7	3	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	16.7	1	16.7

CONVERSIONS 04/07/89
SERIES SUMMARY
FY 88

EMPLOYMENT CATEGORY: **PROFESSIONAL**

SERIES: 0401

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	18	6	9.7	6	9.7	2	3.2	3	4.8	0	0.0	1	1.6	0	0.0	0	0.0	0	0.0	0	0.0
MID	39	10	0.2	21	33.9	1	1.6	1	1.6	0	0.0	1	1.6	0	0.0	0	0.0	1	1.6	4	6.5
SENIOR	5	3	4.8	1	1.6	0	0.0	0	0.0	0	0.0	1	1.6	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	62	19	30.6	28	45.2	3	4.8	4	6.5	0	0.0	3	4.8	0	0.0	0	0.0	1	1.6	4	6.5

SERIES: 0403

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	8	1	2.6	5	12.8	0	0.0	1	2.6	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	2.6
MID	24	4	0.1	17	43.6	0	0.0	1	2.6	0	0.0	0	0.0	0	0.0	0	0.0	1	2.6	1	2.6
SENIOR	7	5	12.8	2	5.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	39	10	25.6	24	61.5	0	0.0	2	5.1	0	0.0	0	0.0	0	0.0	0	0.0	1	2.6	2	5.1

SERIES: 0601

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	4	0	0.0	4	36.4	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	7	4	36.4	2	18.2	0	0.0	1	9.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	11	4	36.4	6	54.5	0	0.0	1	9.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

CONVERSIONS 04/07/89
SERIES SUMMARY
FY 88

EMPLOYMENT CATEGORY: **PROFESSIONAL**

SERIES: 0602

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	16	11	68.8	3	18.8	0	0.0	1	6.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	6.3
TOTAL	16	11	68.8	3	18.8	0	0.0	1	6.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	6.3

SERIES: 0610

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	8	1	3.3	5	16.7	0	0.0	1	3.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.3
MID	22	0	0.0	20	66.7	0	0.0	2	6.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	30	1	3.3	25	83.3	0	0.0	3	10.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.3

SERIES: 0644

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	1	0	0.0	1	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	3	0	0.0	3	75.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	4	0	0.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

CONVERSIONS 04/07/89
SERIES SUMMARY
FY 88

EMPLOYMENT CATEGORY: PROFESSIONAL

SERIES: 1320

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	6	2	6.1	2	6.1	1	3.0	1	3.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	15	8	0.2	5	15.2	0	0.0	1	3.0	1	3.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	12	9	27.3	2	6.1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.0
TOTAL	33	19	57.6	9	27.3	1	3.0	2	6.1	1	3.0	0	0.0	0	0.0	0	0.0	0	0.0	1	3.0

SERIES: 1410

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	4	0	0.0	4	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	4	0	0.0	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PATCO	199	64	32.2	103	51.8	4	2.0	13	6.5	1	0.5	3	1.5	0	0.0	0	0.0	2	1.0	9	4.5

CONVERSIONS 04/07/89
SERIES SUMMARY
FY 88

EMPLOYMENT CATEGORY: ADMINISTRATION

SERIES: 0334

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	4	2	0.4	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	1	1	20.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	5	3	60.0	2	40.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

SERIES: 0341

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	1	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0
MID	1	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	2	0	0.0	0	0.0	0	0.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	50.0

SERIES: 0345

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	2	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	2	0	0.0	2	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

CONVERSIONS 04/07/89
SERIES SUMMARY
FY 88

EMPLOYMENT CATEGORY: **ADMINISTRATION**

SERIES: 1102

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	2	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	2	0	0.0	1	50.0	1	50.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

SERIES: 1412

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	6	2	33.3	4	66.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	6	2	0.0	4	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PATCO	17	5	29.4	9	52.9	1	5.9	1	5.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	5.9

CONVERSIONS 04/07/89
SERIES SUMMARY
FY 88

EMPLOYMENT CATEGORY: **TECHNICAL**

SERIES: 0404

GRADE BAND	TOTAL	NONMINORITY				BLACK				HISPANIC				NATIVE AMERICAN				ASIAN			
		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE		MALE		FEMALE	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
ENTRY	3	2	16.7	0	0.0	0	0.0	1	8.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
MID	1	0	0.0	1	8.3	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
SENIOR	8	3	25.0	3	25.0	0	0.0	2	16.7	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
TOTAL	12	5	0.0	4	0.0	0	0.0	3	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
PATCO	12	5	41.7	4	33.3	0	0.0	3	25.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0

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